Subject:

Full Investigation Report - redacted

Date:

Tuesday, February 5, 2019 at 4:04:38 PM Central Standard Time

From:

Edward R. Lopez

To:

Wommack, Melissa

CC:

Reagins-Lilly, Soncia

Attachments: 18-1030 - Texas Cowboys Investigation Report_redacted.pdf

Attached is the full investigation done by our third party investigator as this has not made it your way yet. Please know that this was in no way withheld, but there was a decision from a conversation we had with Melissa and Katie to send the summary rather than the full report to keep the privacy of the students, FIOA and also out of respect to the Cumberland Family.

This investigation was conducted based on the accident and to help analyze and make recommendations related to the accident that occurred in order to prevent such an incident from occurring again. During Kevin's investigation, information was released to us about conduct that did not meet the standards of the Texas Cowboys but which did not relate to the accident. That information was reported to the Judiciary Board, which then conducted its own investigation into that conduct. Once Kevin's investigate was complete, Kevin's summary report was given to The University. When the Judiciary Board finished its separate investigation, the Judiciary Board met to take action on the other events which ultimately resulted in suspension and expulsion of members. Any investigation of or determination of hazing was not reported to The University until the Judiciary Board completed its investigation and also from advise given from the Dean of Students office to hold onto information until we are asked for it.

Hope this helps.

Attached is the redacted Full Investigation.

Edward R. Lopez

President - Texas Cowboys Alumni Association Tejas Club Foundation Life Member - Texas Exes Past President - Longhorn Alumni Band Ambassador for the University of Texas Club Office: (512) 229-1985 Mobile: (956) 458-6162

"May the Eyes of Texas Always be Upon You"

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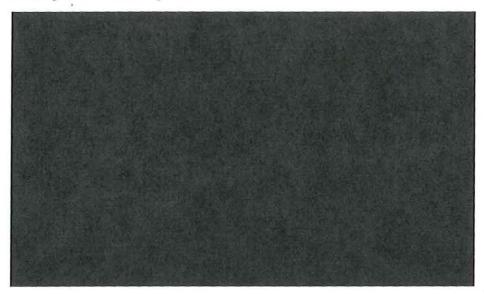
October 30, 2018

To: Texas Cowboys Judiciary Board

I have been asked by the Judiciary Board of the Texas Cowboys to investigate, analyze, and make recommendations related to the accident that occurred during the morning of September 30, 2018, involving several members of the Texas Cowboys' organization. This report summarizes my investigation, findings, and recommendations. While this report is intended to provide a picture of the events, it is not intended to be all inclusive. Any questions concerning this investigation can be directed to the undersigned.

THE INVESTIGATION

The investigation consisted of telephone and in-person meetings with numerous students over the course of several weeks. In addition, the undersigned met with and briefly discussed the investigation in a meeting with the Texas Cowboys organization as a whole. The following persons (in alphabetical order) were interviewed during the course of the investigation with their relationship to the events in parentheses:



THE PLANNING

Planning for the retreat started approximately one month in advance of the event. The was in charge of the retreat. The planning consisted of approximately two meetings with the New Man committee along with individual time spent by the in planning. Safety aspects of the event were discussed, including the idea to have

the majority of Old Men arrive by bus. Other safety topics discussed included no drinking and driving, identifying the nearest hospital, and ensuring a first aid kit was brought to the event. There was no formal briefing to the Texas Cowboys as a whole about the agenda for the retreat.

Although the majority of Old Men were set to arrive by bus, all New Men drove to the event. Since several of the New Men were self-designated as "Dry Men"—meaning they did not drink—they were de facto designated drivers although they were not required to drive to or from the event. It was well known in the organization about the "Dry Men" who would attend the retreat

ORDER OF EVENTS

The owner of the location of which the event was held and another Old Man arrived the night before to conduct final preparations (gathering fire wood, mowing the area, etc.). The New Men, ______, and New Man Committee arrived at around 7 PM on September 29th. The New Men spent the next few hours setting up for the Old Men's arrival, including preparing grills, setting up a speaker, preparing fire pits, and cooking food. The New Men also played some games and got to know each other. During this time the ______ gave a short briefing of the expectations for the night, which emphasized that safety was the number one priority and that if anyone felt that their safety was being compromised that they should come to the or another person on the New Man Committee.

The remainder of the Old Men (around 40) arrived by bus at around 10:00 PM. The Old Men then proceeded to have dinner and talk with the New Men for approximately 1 hour. Immediately following the New Men began their first "activity," which involved breaking into two random teams and conducting relay races of various sorts such as bear crawling across the grass with condiments in one's shirt or doing a wheelbarrow race. The races were mixed with some drinking type games. The "dry men" did not (nor were encouraged to) do any drinking during these events.

Following the relay races, the New Men played a short football game. No one experienced any serious injuries although one New Men scraped his knee. One New Man did not participate in the football game (because he was an athlete and the Texas Cowboys did not want to risk any injuries).

Following the football game, the New Men went into a trailer with water and were driven approximately 1/2 miles to the edge of the property. At this point, they exited the trailer and were told to stay there and get to know each other some. After a short period they were to walk back on a clear cut drive path (and signaled concerning the right direction by the cannon being fired).

Upon returning to the main area, all attendees gathered around the cannon. The New Men then proceeded to introduce themselves individually and then each fired the cannon.

Following the firing of the cannon, the attendees split up into groups of 5-6 based on their underlying organizations (fraternity, spirit group, or those without organizations). There was no

set schedule or agenda for each of these groups and what activities the organizations did varied. After only about 15 minutes of "organizational" time, the police arrived at the retreat based on a noise complaint from a nearby property. This caused a little bit of confusion with the participants. Several members, including met with the police who saw (and shot) the cannon themselves and then left. No citations or warnings were issued.

The next event involved the students building fires in the numerous fire pits that were previously prepared. The Old Men and New Men broke up into groups and the Old Men proceeded to tell stories about their experiences with the Texas Cowboys organization to the New Men at each fire pit. After 10 minutes or so, the New Men rotated to a new fire pit to hear stories from different Old Men. The rotation continued for approximately 45 minutes to an hour.

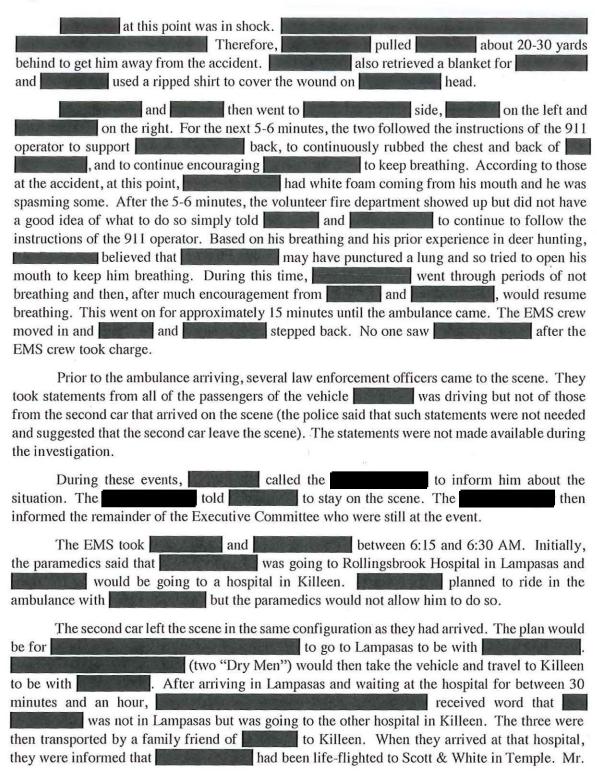
Following the small group fires, the group congregated around a central fire pit. This ended the official activities for the retreat. At that point, students were allowed to continue talking, to leave, or to sleep at the house on the property. There was adequate sleeping capacity for all who wished to sleep in the house.

The bus left at approximately 8 AM that morning. For those who did not return on the bus, the remainder of attendees left in personal cars by 10 AM that morning. There was no structured plan or understanding about who would leave the retreat, when, and how.

THE ACCIDENT

After attending a few of	the small fire rotations,	and a group of other Cowboys
determined that it was time to	leave the retreat.	
was	designated as a "Dry Man," ar	nd he confirmed that he did not drink
any alcohol at the event. Seven	ral interviewees affirmed that	had not drank any alcohol
and that he appeared well and a	awake throughout the event.	
Prior to leaving,	and the initial grou	p of persons
	that would be	e travelling in the car with
approached the	and told him that they would	be leaving and that would
be driving. Some of the perso	ns had previously told the	that they were leaving
early but the only guidance wa	is to make sure they would be	e leaving with someone who had not
been drinking that night. The	checked each	person and especially to
ensure they were competent to	leave at that time. The	asked that the group text
him once they arrived back on	campus. Prior to leaving,	also informed
(who was on the Executive Con	mmittee) that he would be lear	ving. believed that
was fit to drive and asked	to ensure everyone	e was safe to leave and to ensure they
stay awake. As background,	had slept more than	10 hours the night before, woke up at
10-10:30 AM the prior mornin	g (such that he had been awak	ce for approximately 18 hours by the
time he left the retreat), and h	ad previously never fallen as	sleep while driving. was
driving a GMC Canyon owned	by .	

Very shortly before this car left, asked if he could have a ride as well. That
brought the total in the car to six persons. The was not informed about the
addition. Because there were now four persons in the back of the vehicle, no one wore a seat belt
in the back. The new configuration of the vehicle was as follows: Driver - Passenger; Passenger
front – ; Passengers back –
At around the same time, a second group approached the to let him know
that they were leaving. Again, although there was no requirement to let anyone know they were
leaving, they did so. That car (owned by) consisted of (driver),
. This vehicle left shortly
before the car was driving. However, about 15 minutes into the trip, the vehicle
was driving had a plan to stop at the nearest convenience store to get coffee and snacks.
Because the car was driving stopped at the convenience store, the vehicle
was driving passed the second without the cars seeing each other. For the first 20-30
minutes, all passengers in the vehicle was driving were awake. Those in the back fell
asleep first. and kept talking for about 45 minutes about normal college
activities (football, career plans, etc.). After that, fell asleep and was left
as the only one awake in the car. did not check or otherwise use his phone during the
trip. After approximately another 45 minutes (1.5 hours of total driving), himself fell
asleep. Soon after, the car began to drift to the right and onto the grass past the shoulder. The
change in grade and surface woke who immediately tried to correct the drift.
over-corrected and the car began to fish tail. At this point, the other persons in the car were woken
up by the changes in the car's motion. After one of the fish tails, the car began to flip over on its
side. The car flipped in such a manner that although the car was travelling one direction, it flipped
across the highway, over the median, and across the two lanes for cars travelling the other
direction. The car finally rested on its left side facing the opposite direction from where it started.
The immediate reaction of the passengers was to exit the vehicle as fast as possible in case
there was a danger of fire or explosion. kicked a hole in the windshield and a car that
was passing by stopped and had a crowbar that was used to enlarge the hole and allow the
passengers to exit. exited first, followed by
and then . The passengers were disoriented and somewhat in shock at this point.
After a few minutes, they realized that not everyone in the vehicle had been accounted for—
was missing. Within a few seconds they found approximately 5-10
feet from the car lying face down.
At this point, somewhat took charge of the situation from the first vehicle.
Also, around this time the second vehicle (the vehicle was driving) pulled up on the
accident scene. called 911 and and and were the primary persons
who spoke with the 911 operator.



then traveled to Scott & White and stayed at the hospital until approximately 4 PM that day.

For the remainder of the passengers in the car was driving, arrived on the scene at approximately 8 AM and took.

After arriving back home both went to the hospital to get checked out.

There were two pictures taken from the site of the accident:





INJURIES

There were several injuries sustained in the accident. The most serious was was, who was thrown from the car and, sadly, has since passed away. suffered a fractured vertebrae and compressed spine and is currently in a brace.

sustained bruised ribs, a black eye, and a sore back. suffered a laceration to his head. Finally, had glass lodged in his hand that he had to remove.

OBSERVATIONS

Following the sixteen interviews and an examination of any documentary evidence, it appears that the accident was just that, a terrible and unfortunate accident. Alcohol did not appear to have any relationship to and was not a contributing factor to the accident. was completely sober, had a good night's sleep the night before, had never fallen asleep while driving previously, and had only been up for approximately 18 hours before he started driving. He was checked out by both the and and on the Executive Committee prior to driving, and multiple persons interviewed stated that appeared alert, awake, and fully competent to drive when he left the retreat. There were no indications that was in any way unfit to drive or impaired.

With the above said, there were several potential contributing factors to the accident. First, the retreat officially began at approximately 10 PM when the majority of the Old Men arrived and continued until approximately 3 AM. This had the potential to cause fatigue in all of the members who would not normally stay awake past midnight to 2 AM, much less all night. In addition, the location of the retreat was approximately 2.5 hours from Austin, which meant anyone who drove would have to drive a considerable distance, in an area without many businesses or other activities. Again, this could increase the risk that someone might get bored and doze off while driving. Further, the fact that attendees were able to leave at 4 AM (before sunrise) meant that those leaving at that time would potentially be driving the entire way in the dark, with a greater chance of falling asleep.

Perhaps the greatest contributing factor to the accident was the lack of a set plan for coming and leaving the retreat. Drivers and passengers in each vehicle were decided on an ad hoc basis, and at times, at the last minute. This proved to be key in this accident as group of attendees to make six in a car that had seat belts for five, and that he did so without the knowledge of the While it is unclear whether the three original passengers in the back of the GMC Canyon would have worn their seat belts had not joined them, the fact is that none of the four persons in the back of the vehicle wore their seat belts. The failure to wear their seat belts was likely the primary contributing factor to the injuries sustained in the accident. Notably, neither nor generally, the GMC Canyon was a relatively new model with side airbags that likely prevented even more serious injuries.

RECOMMENDATIONS

The first and most important recommendation for future events away from campus is for the Cowboys to hire a bus service to provide transportation for the event. For a similar event as that investigated, at least two buses would be required. These buses could operate to bring the New Men (and any accompanying leadership of the Old Men) at their designated time and a second

bus to bring the remainder of the Old Men at their designated time. All Cowboys would be required to ride the buses and could not leave the event except by bus, driven by professional drivers who would be licensed and required to have a mandatory rest period. This would prevent the ad hoc nature of arriving and leaving that occurred during the retreat investigated. The only exception should be for the trailer that brings the cannon to the retreat.

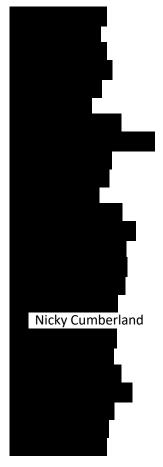
A second recommendation is for a structured safety briefing and plan to be provided to the leadership of the Cowboys, the New Men separately, and the Cowboys organization as a whole related to any event. This would include a run down of the agenda, key safety issues to be aware of, and the plan for ingress and egress from the event. A copy of that safety plan would need to be made available and be on hand for the host of the event and the Executive Committee, and be distributed to the Cowboys attending prior to the event.

The third recommendation is to have an adult supervisor (whether a faculty sponsor or other senior person) review the safety plan, agenda of events, and any other materials related to the event to provide comments and recommendations. Many of the issues presented at this event may have been addressed, prevented, and/or resolved had an experienced person been involve to review and discuss any potential issues with the leadership prior to the event. This senior advisor could serve to mentor the student leaders based on experience and training.

The above constitutes the summary of my investigation, my observations, and recommendations. I will be available to answer questions or conduct any further investigation desired by the Judiciary Board.

Kevin J. Zerrazas

Newman Class 18



People

Older boys in New Men Group Message:

•

Cowboy Drivers:

- •
- •
- •
- •

Texts on 9/29/18

- •
- •
- •

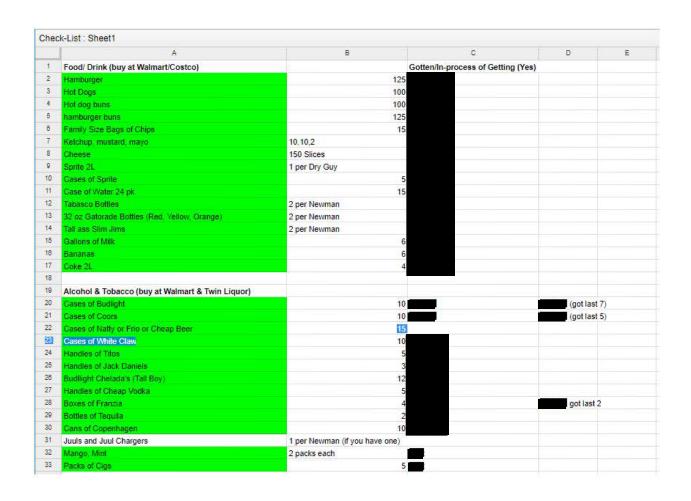
Kappa Sig Cowboys & New Men

- •
- •
- Nicky

People in Nicky's Car on day of Accident:

- •
- •
- Nicky

Ranch Checklist





Timeline

Groupme Notes:

September 27, 2018

El Mercado

9/28/2018

- Plan for lunch:
 - Stop by pizza press from 12:30-2 to meet the sweethearts
- Things to get:
 - o Chicken Callahan's
 - 2 hamsters pet store (for boys?)
 - o octopus
- Get cooler with
- Need 6 cars 4 to a car.
- - o Be at house at 4 with all of supplies for ranch. get as many lights as you can.
 - Attire: white t shirt, whitewash jeans and boots. 6 will be driving and rest piling in, trucks priority.
 - tomorrow is going to be a phenomenal day and we have a lot of great things planned for yall.

9/29/2018

- Location:
 - o 17501 Country Road 478 , GroupMe
 - Canyon Ranch. Take a right onto Country road 478 at the cemetery and the ranch will be on your right -
 - \circ Family \rightarrow Ranch nearby.

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November 20, 2018

To: Texas Cowboys Judiciary Board

On September 30, 2018, the Judiciary Board engaged Cleveland | Terrazas PLLC to investigate the tragic accident involving several members of the Texas Cowboys' organization that occurred that same morning. Thereafter and over the course of several weeks, this firm conducted sixteen in-person and telephonic interviews of students who attended the retreat. It was very obvious during the interviews that the Texas Cowboys were understandably devastated by the accident and the loss of Nicky Cumberland, who they held in very high regard. The following is an executive summary of the investigative report previously provided to the Judiciary Board.

The investigation revealed that the retreat began at 7 PM on the night of September 29, 2018 and was well attended by both New Men and Old Men. The retreat was planned and executed solely by the student leadership of the Texas Cowboys. The events consisted largely of large and small group bonding activities, including relay races, fireside chats, firing the cannon, and introductions of each individual New Man. The planned activities ended between 3-4 AM. At that point, students individually decided whether they would stay at the retreat (sleeping accommodations were available for all attendees) or leave the property in personal cars and return back to campus. A single bus (holding approximately 40 persons) was provided and left at approximately 8 AM that morning.

Sometime between 3:00 and 4:00 AM, two groups of five-students each determined that they would travel back to campus at that time ("Vehicle 1" and "Vehicle 2"). Before leaving, the drivers of both vehicles reported to the and were visibly checked to confirm that they were awake, alert, safe to drive, and that they had not been drinking. The driver of the vehicle involved in the accident ("Vehicle 1") also was checked by another member of the student leadership for the same. Notably, the driver of Vehicle 1 had been designated as a "Dry Man"—someone known to the organization to not drink alcohol and did not have any alcohol during that evening. In addition, the Vehicle 1 driver had woken up at 10 AM the prior morning (after sleeping for approximately 10 hours), had never fallen asleep at the wheel, and multiple students reported that he was alert and awake prior to leaving the retreat.

Immediately prior to leaving, an additional student joined Vehicle 1 in its trip back to campus. That put six persons in Vehicle 1, leaving four students in the rear seating of the truck. There was no evidence that the leadership knew or approved of this additional student joining Vehicle 1.

Vehicle 1 and Vehicle 2 left the retreat at approximately the same time, with Vehicle 2 stopping after about 15 minutes at a convenience store. Vehicle 1 continued on for approximately

CLEVELAND | TERRAZAS PLLC November 19, 2018 Page 2

1.5 hours, at which time the driver fell asleep. Vehicle 1 soon after began a series of fish tails and rolls until resting on the other side of the highway. Several members of the Texas Cowboys including those that later arrived in Vehicle 2—although being in shock and distraught—took several steps (directed by the 911 operator) to care for and keep Mr. Cumberland alive until paramedics arrived. Sadly, after holding on for several weeks, Mr. Cumberland passed away.

Nicky Cumberland's passing was due to an unfortunate and tragic accident in which he was ejected from the vehicle. A seatbelt likely would have prevented him from being ejected and may have saved his life. Also contributing to the accident was the distance of the retreat from the University, the timing of the retreat (from 7 PM to 3-4 AM), and the lack of a set plan for all students to arrive and leave the retreat. Alcohol, stress, and/or distractions while driving (the driver did not use his cell phone during the trip) were *not* contributing factors to the accident.

For any future event which is located a significant distance outside of the University, this firm recommends that the organization utilize a bus service with professional drivers, that an established plan for arrivals and departures for all members be established, and that a structured safety briefing and plan be disseminated to all members prior to the event.

The students interviewed, to a person, shared a sincere sadness as to the passing of a friend, brother, and fellow student in Nicky Cumberland. The tragedy that occurred was not caused by any affirmative act or by a single causative factor. Although there are actions that hindsight might suggest could have been done better and steps that are recommended to be utilized in the future, the injuries sustained were not intentional or caused by any malicious act.

Kevin V Terrazas

OFFICE OF THE DEAN OF STUDENTS

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STUDENT CONDUCT AND ACADEMIC INTEGRITY

ADMINISTRATIVE DISPOSITION FORM FOR

STUDENT ORGANIZATION DISCIPLINE

Disciplinary Decision Notification Date: March 27, 2019

Student Organization: Texas Cowboys

Pursuant to Chapter 6 of the <u>Institutional Rules on Student Services and Activities</u>, which may be found in <u>Appendix C of the General Information Catalog</u>, this form serves as written notification of Student Conduct and Academic Integrity in the Office of the Dean of Students' decision regarding the organization's case.

Violation(s):

2018-2019 Institutional Rules/Student Organization/Prohibited Conduct (6-400)/Section 6-400(a)(6) - Hazing - violates the University's prohibition of hazing as contained in Chapter 14 of the Institutional Rules

2018-2019 Institutional Rules/Student Organization/Prohibited Conduct (6-400)/Section 6-400(a)(3) - Harmful Behavior - behaves in a manner that threatens or endangers the health or safety of any student or employee of the University, or of visitors on the campus.

2018-2019 Institutional Rules/Student Organization/Prohibited Conduct (6-400)/Section 6-400(a)(7) - Alcohol Misconduct - engages in unauthorized use or possession of alcoholic beverages in a University classroom building, laboratory, auditorium, library building, museum, faculty or administrative office, intercollegiate or intramural athletic facility, residence hall, or any other campus area (see Regents' *Rules and Regulations*, Rule 80102 for more information); or engages in the improper use, possession, or consumption of alcoholic beverages, including but not limited to underage possession of alcohol, underage consumption of alcohol, providing alcohol to a minor, public intoxication, minor driving under the influence of alcohol, driving while intoxicated.

Summary of Rationale:

On or around November 13, 2018, the family of University of Texas at Austin ("UT Austin" or "university") student Nicholas Cumberland contacted UT Austin's Student Conduct and Academic Integrity ("Student Conduct") to share concerns they had regarding the Texas

Cowboys ("Cowboys" or "organization") registered student organization and their September 29, 2018 new member retreat ("Retreat"). The Cumberland family informed the university that members of the Cowboys told them that hazing behavior had occurred at the Retreat, also known as "Ranch." Based on its receipt of this information, Student Conduct then conducted its own, independent, investigation into the hazing allegations.

Ultimately, Student Conduct found, by a preponderance of evidence, that new members of the Cowboys were subjected to multiple forms of hazing, including physical brutality, physical activity, forced ingestion of unwanted substances, coerced consumption of alcohol, and degradation, as defined in Section 14-103(3) of Appendix C of the *Institutional Rules on Student Services and Activities* (2018-2019). Such conduct violates university policy. Additionally, the Cowboys facilitated possession and consumption of alcohol by minors, which violates both university policy and state law.

A summary of Student Conduct's investigation and its findings of fact are provided below.

Referral:

- Student Conduct initially spoke with the Cumberland family on November 13, 2018, along with having several follow-up conversations, and received the following report:
 - Nicholas Cumberland was a new member of the Cowboys registered student organization in the Fall 2018 semester.
 - Nicholas was also an active member in the Kappa Sigma fraternity chapter at UT Austin.
 - The Cumberland family provided Student Conduct with the Cowboys' new member GroupMe chat messages obtained from Nicholas's phone and a shopping list of items that new members were instructed to bring to the Retreat.
 - o The shopping list included items such as a live chicken, a live hamster, large quantities of hot dogs, tobacco, and copious amounts of alcohol.
 - The Cumberland family also reported that members of the Cowboys informed them that the following activities took place at the Retreat on the night of September 29, 2018, beginning sometime between 5 and 7pm and continuing late into the night and early morning of September 30, 2018:
 - Nicholas was paddled and had significant, specific bruising on his buttocks nearly a month after the Retreat and car accident.
 - New members were made to eat hot dogs laced with tobacco.
 - One new member bit the head off a live hamster.
 - New members were sleep deprived at the Retreat and then allowed to drive back to Austin at 4:00 a.m. the next morning.
 - New members played a game of football in the mud.
 - Those Cowboys who were also members of other individual fraternities had their own hazing activities that they went off in separate groups to do.

¹ Section 6-101(14) of the University of Texas at Austin's *Institutional Rules on Student Services and Activities* (2018-2019) defines a "registered student organization" as a "student organization holding a valid registration under this chapter. Registered student organizations are considered private entities and are not viewed as extensions of an academic or administrative unit, or of the University. Registration ensures privileges as outlined in subsection 6-301 and allows the registered student organization to function within the institutional context."

o In the early morning of September 30, 2018, en route back to Austin from the Retreat, Nicholas, along with several other members of the Cowboys, were involved in a car accident that occurred near Lampasas County, Texas. On October 30, 2018, Nicholas died from injuries sustained during the accident.

Investigation:

- Student Conduct interviewed all five university students that were both members of the Cowboys and that
- Student Conduct interviewed 23 university students that were listed as new members, or "New Men," of the Cowboys on or around November 27, 2018.
- Student Conduct interviewed 72 university students that were listed as active members, or "Old Men," of the Cowboys on or around November 27, 2018.
- Student Conduct also interviewed three university students named by the Cumberland family as people peripheral to the investigation. These people included Nicholas Cumberland's
- Student Conduct received and reviewed information and evidence provided by the Cumberland family, as well as, information and evidence provided by other members of the organization.

Information Regarding Sub-Groups

During the course of this investigation, Student Conduct found that the Cowboys recruit heavily from certain fraternities. As part of their initiation into the Cowboys, members of those fraternities engaged in behavior directed at their own fraternity brothers. Accordingly, Student Conduct did consider whether the identified fraternity organizations were culpable, separate and apart from the Cowboys, because of their sub-group activities within the Texas Cowboys' organization. While this investigation did find that the actions of the fraternity sub-groups contributed to the hazing culture within the Texas Cowboys, Student Conduct did not find sufficient evidence to indicate that the identified fraternities themselves engaged in hazing outside of the Texas Cowboys organization. Because the sub-group hazing activities were all behaviors directly connected to gaining membership into the Texas Cowboys organization, Student Conduct determined that these actions were unrelated to the students' parallel memberships in separate fraternal organizations. Additionally, because the hazing at issue here was not directly tied to gaining membership into any of the separate organizations, the individual fraternities identified in this report were likely unaware that their members engaged in these activities as part of their affiliation with the Cowboys. For this reason, this investigation focuses on the Texas Cowboys and the individual behavior of its members.

Findings of Fact:

• Student Conduct received statements from several organization members indicating that they personally experienced or witnessed hazing during the Fall 2018 Retreat as part of their new member process. The hazing behavior includes but is not limited to:

- O At the Retreat, the Cowboys who were active members of used a wooden stick to strike the Cowboy new members from their initiation into the Cowboys.
 - This occurred when the sub-groups within the Cowboys branched off separately.
- Members stated that they were forced or coerced to ingest unwanted substances, including chugging a gallon of milk, cat food, Spam, tabasco sauce, minced garlic, and whole onions.
 - While the Cumberland family reported that new members were made to eat tobacco-laced hot dogs, no new member reported doing so or having any knowledge of tobacco-laced hot dogs.²
- o Members stated that they were forced or coerced to consume alcohol, including finishing a bag of wine and shotgunning beers³.
- Student Conduct found that underage drinking was encouraged, coerced, and a major facet of the organization's culture, which is evident from the amount of alcohol included on the shopping list that active Cowboys provided to new members.⁴
 - Of the 25 new members in the Fall 2018 semester, 14 were under the legal drinking age at the time of the Retreat.
- o Members of the Cowboys coerced a new member into biting the head off a live hamster.
 - This occurred in the presence of both new and active members of the Cowboys and included other sub-groups of Cowboys.
 - A Cowboy who is also an active member of reported that he brought up the idea of utilizing a hamster at the Retreat during a meeting with the reported that he, along with the larger group of Cowboys surrounding the new member during the incident, coerced the new member to bite the head off the hamster at the Retreat.
- Members stated that they were subjected to physical activity, including playing a game of football, being coerced into the cannon's trailer and dropped off a distance away from the Retreat site to find their way back together, participating in relay races, barrel rolls, bear crawls, human wheelbarrow races, and throwing football passes to hit people with accuracy.
- o Members stated that they were subjected to calisthenics, including Oklahoma Drills⁵ during the football game.

² Even though no new members reported engaging in hazing activities that involved ingesting tobacco, note that the new member shopping list did include instructions that all new men should bring tobacco to the Retreat.

³ "Shotgunning" is a means of consuming a beverage, commonly beer, very quickly by punching a hole in the side of the can, near the bottom, placing the mouth over the hole, and pulling the tab to open the top. The beer is then quickly consumed by the individual. See: https://en.wikipedia.org/wiki/Shotgunning

⁴ To the extent that underage new men received the shopping list instruction to bring alcohol and complied, the Cowboys potentially coerced students to engage in illegal behavior.

⁵ In an "Oklahoma drill," two people line up three yards opposite one another. Typically, a corridor is set up using three blocking bags on each side creating a wall spaced about one yard apart. This creates an area of about three feet by nine feet. The two persons, at the sound of the whistle, then run at one another and the drill is over when one is on the ground, or if a ball carrier is involved, when he is tackled. In football, the drill is used to test players in confined, full contact situations. See: https://en.wikipedia.org/wiki/Oklahoma drill.

- Members stated that they experienced degradation, including having chips and mustard poured into their shirts before competing in the relay race.
- Members reported that they were required to bring items for the Retreat from a shopping list provided to them. The list included large amounts of food, tabasco bottles, gallons of milk, copious amounts of alcohol, tobacco, a live chicken, and a live hamster.
- Members confirmed that while the hamster was killed at the Retreat, the chicken was not harmed. Multiple members stated that a new member held the chicken while they were in the cannon's trailer and it was carried back to the Retreat with the group.
- Student Conduct received statements from several active members of the Cowboys indicating that they personally experienced or witnessed hazing in prior semesters as part of the Cowboys' new member process. Such hazing activities include, but are not limited to:
 - Ocomboys who were members of used a paddle to strike their fraternity brothers as part of a "Tap Out" tradition around the time of their initiation into the Cowboys; this event would occur at the house without members of that fraternity present. This event reportedly took place every semester except Fall 2018.
 - o In the Spring 2018 semester, the Cowboys who were members of struck the Cowboys new member from with a piece of wood.
 - o Cowboys struck with a paddle as part of a "Tap-In / Tap-Out" tradition around the time of their initiation into the Cowboys; this event would occur at the house without members of that fraternity present. This tradition allegedly ceased in 2016.
 - Members of the organization reported that biting off the head of a hamster as part of initiation into the Cowboys has been a tradition, not unique to one suborganization, since before 2015.
 - Allegedly, a new member bit the head off a hamster at the Fall 2015 retreat.
 - At the Fall 2017 new member retreat, active Cowboys including the new member into biting the head
 - off a live hamster.

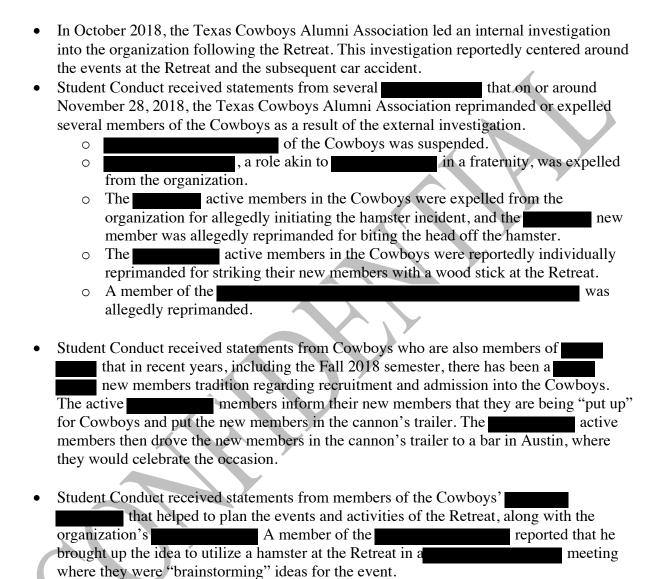
 Reportedly, a Cowboys new member, who was also a member of bit the head off a hamster on yet another occasion.
 - Until the Fall 2018 semester, the Cowboys held a talent show at the end of the new member process where the new members perform skits or consume unwanted substances, such as syrup.
 - Members stated that a tradition at every semester's retreat is to force or coerce new members into the cannon's trailer. This tradition has a consistent pattern at each retreat, including the Fall 2018 retreat. Specifically, new members are told to

5

⁶ "Tap Out" is the colloquialism used by members of the organization to describe the paddling ritual that occurred at the end of the New Man semester.

go into the trailer and are then driven a distance away from the retreat location. They are dropped off and told to find their own way back to the retreat as an act of bonding.

Additional Information Received:



Preponderance of Evidence:

Student Conduct determined that a preponderance of evidence exists, meaning that it is more likely than not, that the Texas Cowboys student organization engaged in hazing during the Fall 2018 semester. This conduct violates Section 14-103(3) of Appendix C of the *Institutional Rules on Student Services and Activities* (2018-2019). As well, a preponderance of evidence exists to support that the Cowboys also violated Section 6-400(a)(7) of the *Institutional Rules on Student Services and Activities* (2018-2019). Specifically, the Cowboys engaged in alcohol misconduct, harmful behavior, and hazing activity including, but not limited to, physical brutality, physical

activity, forced ingestion of unwanted substances, coerced consumption of alcoholic beverages, and degradation of its new members.

However, Student Conduct did not find a preponderance of evidence to determine that hazing behavior, in the form of sleep deprivation, occurred at the Retreat in September 2018. During the investigation, multiple members reported that they were able to go to sleep at various times of the night. As well, no one reported having been prevented from sleeping.

Student Conduct received statements from several Cowboys who reported that	
spoke with multiple members,	, regarding
their plan to leave in the early morning after the Retreat. These individuals also	confirmed that
they had a sober driver. Statements from	corroborated
the information provided by other Cowboys. Additionally, another car left the I	Retreat before the
car involved in the accident, suggesting that members were free to come and go),

Based on the totality of circumstances, even if the car accident had not occurred, it is important to note that the Texas Cowboys' behavior at the Retreat, and at the other specific occasions discovered in the course of this investigation, does in fact meet the institutional definition of hazing. However, as with many accidents, the car accident that led to Nicholas Cumberland's death could have been avoided had there been adequate risk management practices in place, such as providing transportation to all members and choosing a safer location, closer to campus.

Sanction Rationale:

In 1995, the University of Texas at Austin cancelled the Texas Cowboys for five years after repeated instances of hazing culminated in the death of university student Gabe Higgins, at the Cowboys' new member retreat, then referred to as "Picnic." At the time of the 1995 incident, the Cowboys were already on probation for engaging in hazing activities, including paddling, three times in so many years. After their five-year cancellation, the Cowboys returned to campus in 2000.

Much like the Cowboys' Picnic of Spring 1995, the Fall 2018 Retreat subjected new members to an unreasonable risk of danger and harm. While now renamed to, "Ranch," the Cowboys' Retreat has changed little in almost 25 years. The facts of the current case demonstrate that the Fall 2018 Retreat continues to follow the same model and utilized many of the same traditions as the Picnic of 1995.

Both the 1995 and 2018, incidents involved behaviors that violate the *Institutional Rules* of the University of Texas at Austin, including physical brutality, physical activity, the ingestion or consumption of unwanted substances, coerced consumption of alcohol, and degradation. In both cases, the Cowboys facilitated possession and consumption of alcohol by minors. Throughout the current investigation, members expressed their feeling that because of the minimum class year for admission and the prestige of becoming a member, the power dynamic that causes peer-to-peer abuse did not exist within the Cowboys. However, this investigation did not support that belief. Rather, the facts revealed a widespread, long-standing culture of peer-to-peer abuse, or hazing, within the Cowboys.

While the organization made overtures towards risk management and safety after the 1995 incident, much like the Cowboy Picnic of Spring 1995, the Fall 2018 Retreat subjected new members to an unreasonable risk of danger and harm. Not only do the Cowboys continue to choose poor locations for their retreats, their escalation to animal cruelty at the Fall 2018 Retreat demonstrates that past lessons have not changed the Texas Cowboys' culture of hazing.

The events that took place in Spring 1995 and now in Fall 2018, share a tragic history; both incidents have significantly impacted the campus community. The concerning behaviors uncovered as part of this case investigation today are eerily similar to those that led to the Cowboys' cancellation in 1995. In fact, the organization still engages in paddling, excessive alcohol consumption, relay and drinking races, and selecting of dangerous retreat locations that create an unreasonable risk of danger and harm. These actions evidence a disturbing, long-standing pattern of behavior that directly endangers the health and safety of University of Texas at Austin community members.

The 1995 cancellation of the Texas Cowboys sought to provide the organization with the opportunity to abandon the Cowboys' culture of hazing. However, nearly twenty-five years after Gabe Higgins' death, the current investigation found that hazing within the Texas Cowboys has not only persisted, but continues to escalate and now includes unconscionable and meaningless levels of animal cruelty. The Cowboys continue to engage in egregious peer-to-peer abuse which included paddling Nicholas Cumberland so brutally that bruises on his buttocks were visible a month after the retreat. As well, the Cowboys continue to place new members' health and safety at risk by requiring them to participate in unprotected football drills and unnecessarily creating an environment that can result in alcohol related health emergencies.

While it is likely that most of the Texas Cowboy members responsible for the current hazing violations were not even born when Gabe Higgins lost his life, they nevertheless continue to follow the poor examples set by their predecessor members. The facts of the 1995 and current case are so similar it is clear that the Texas Cowboys are adept at passing on traditions, but not lessons. The facts uncovered here evidence the need for more severe sanctions because the Cowboys' dangerous behaviors have not changed. Most unfortunately, neither have the consequences. Two families have lost their sons and The University of Texas at Austin community has lost two of its students because the Texas Cowboys continue to perpetuate unlawful and irresponsible behavior time and time again.

The findings of this investigation, coupled with the history of the Cowboys' failure to uphold the university's *Institutional Rules*, demand a sanction commensurate with the seriousness of this tragedy. Accordingly, the most appropriate outcome in this case is a six (6) year cancellation of the Texas Cowboys' status as a Registered Student Organization.

Furthermore, during the six-year period of cancellation, the university will not recognize any other versions of this organization and will not grant the status of Registered Student Organization to any other version of this organization. The university also prohibits any other version of this organization from having a direct tie to, or affiliation with, the University of Texas at Austin. Finally, the university further prohibits any other version of this organization from representing itself as having any tie to or connection with, the University of Texas at Austin

for any purposes, including but not limited to: new member recruitment, representing the university as official ambassadors, and participation in Game Day operations.

Therefore, the Dean of Students recommends the following sanction(s):

Sanction(s):

- 1. Cancellation for six years (February 2019 May 2025) to include loss of the following privileges:
 - a. Removal from Game Day operations.
 - b. Moratorium on representing the university as official ambassadors.
- 2. Probation for two additional years after reinstatement.
- 3. Prohibition of separate student organization sub-groups within the Cowboys' registered student organization. This prohibition is to be permanent in nature.
- 4. Use of the cannon's trailer to transport any members is permanently prohibited.
- 5. Use of live animals for events or other purposes is permanently prohibited.
- 6. Pre-approval, by the organization's advisor, for all future Cowboys events that take place off-campus. This pre-approval is to be permanent in nature, must be in writing, and maintained by the organization internally.
- 7. An organization advisor must be present at all future retreats or off-campus events. The presence of an advisor at these events is to be permanent in nature.
- 8. Use of chartered buses for all members and persons attending, during any future off-campus events. This requirement is to be permanent in nature.
- 9. Prohibition of taking away members' ability to use various methods of communication, including, but not limited to, cell phones, smart watches, and computers, during organization retreats, unless for purposes approved by the organization's advisor. This is prohibition is to be permanent in nature.

At the end of the six-year cancellation, the organization will be eligible to resume their status as a Registered Student Organization so long as the following sanctions have been completed:

- 10. Creation of a Risk Management position on the Executive Committee prior to reinstatement. This position is to be permanent in nature.
- 11. The Cowboys must create a safety and risk management plan to be approved by the organization's advisor and submitted to the Office of the Dean of Students prior to reinstatement. This safety and risk management plan is to be updated annually and is to be permanent in nature.
- 12. Creation of a presentation to be shared with all future Texas Cowboys new member classes detailing the events that took place in the Fall 2018 and Spring 1995 semesters as

1. A part-time or full-time employee of the University; or

⁷ Section 6-101(15) of the Institutional Rules on Student Services and Activities (2018-2019) defines a "registered student organization advisor" to be "a person serving in an advisory capacity to a registered student organization to provide guidance to the registered student organization and its members. A person serving as an advisor to a registered student organization affected by section 51.9361 of the Texas Education Code must be someone who

A. Is at least twenty-one years of age;

B. Is not enrolled as a student at the University; and

C. Serves as either

^{2.} A representative of a national organization that is associated with the registered student organization."

- a result of the Cowboys' hazing behaviors. Active members and organization leadership will be responsible for presenting this information to future new member classes. The presentation must be completed and approved by the organization's advisor and submitted to a representative of the Office of the Dean of Students before the organization can apply for reinstatement. This presentation requirement is to be permanent in nature and is to be completed during every recruitment cycle.
- 13. All incoming new member classes will be required to read the book, "The Cowboy's Secret", about Gabe Higgins, the UT Austin student, who died at his Cowboys new member retreat in 1995. Following the completion of the book, each new member must write a two-page reflection paper outlining key points from the book that resonated with them. The organization's advisor must approve these reflection papers and provide copies to a representative of the Office of the Dean of Students in order to fulfill this sanction. This requirement is to be permanent in nature.
- 14. All incoming new member classes will be required to complete an alcohol education program organized through the Office of Health Promotion. All new members must be in attendance for the program and the organization will be required to submit a sign-in sheet to the Office of the Dean of Students detailing which members were in attendance. Additionally, one member in attendance at each session will submit a one-page reflection paper to the Office of the Dean of Students noting key points covered during the program. This program must be scheduled or fulfilled in order to apply for reinstatement. This requirement is to be permanent in nature.

With regard to the pending disciplinary case, I hereby certify that my organization understands

the violation for which we are responsible. There are three ways to resolve this matter as described below: Option 1: The authorized representative(s), on behalf of their organization, acknowledges the disciplinary decision of the Office of the Dean of Students, waives its right to an appeal or hearing, and accepts the finding and sanction(s) as described above. Option 2: The authorized representative(s), on behalf of their organization, choose to appeal the disciplinary decision assessed by the Office of the Dean of Students. This appeal must be made in writing to the Vice President for Student Affairs, who will then delegate review of the appeal to a designated Appellate Officer, within fourteen (14) days from the date on which authorized representatives were notified of the disciplinary decision, pursuant to Section 6-516 of the *Institutional Rules* (2018-2019). The deadline to submit* the appeal is Option 3: The authorized representative(s), on behalf of their organization, choose to request a formal hearing before a University hearing officer to contest the disciplinary decision assessed by the Office of the Dean of Students. This request must be made in writing to the Office of the Dean of Students within fourteen (14) days from the date on which authorized representatives were notified of the disciplinary decision, pursuant to Section 6-508 of

the Institutional Rules (2018-2019). The deadline to submit* this request is

10

^{*}I will copy studentconduct@austin.utexas.edu when I submit my appeal/hearing request.

I understand that this organization will appear on the Hazing Memorandum issued by the Office of the Dean of Students for the duration of the disciplinary term and remain on the memorandum for three (3) years following the completion of the disciplinary term, in accordance with requirements of the Texas Education Code, Section 51.936(c).

I understand that this document and related case materials will be kept in a confidential file in the Office of the Dean of Students for at least seven (7) years per the university's record retention policy.

I understand that further violations, including the failure to complete the terms of assessed sanctions, may result in additional sanctions from the Office of the Dean of Students.

Authorized Representative Name (please print):

Representative Signature:

Date:

Date:

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Authorized Representative Name (please print):	
Representative Signature:	Date: _
Staff Signature:	Date:

Subject:

FW: Response to Administrative Disposition

Date:

Friday, June 7, 2019 at 4:19:16 PM Central Daylight Time

From:

Fils-Aime, Andel P

To:

Wommack, Melissa, Goodwin, Katharine J

CC:

Student Conduct

Attachments: Texas Cowboys Administrative Disposition.pdf, ATT00001.htm

Hello,

Here is the attachment of the last page of the signed Option 1 AD that we issued to the Cowboys. Please add this document to the orgs case file in Advocate. Thanks and have a great day.

Andel

ANDEL FILS-AIME, **Ed.D**, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>

Date: Friday, June 7, 2019 at 2:01 PM

To: "Fils-Aime, Andel P" < Andel.Fils-Aime@austin.utexas.edu>

Cc: "Longoria, Carol A" <caroll@utexas.edu>

Subject: Fwd: Response to Administrative Disposition

As per our discussions. I'll follow up via telephone.

Best Regards, Soncia

SONCIA REAGINS-LILLY
Vice President for Student Affairs |
Dean of Students |
studentaffairs.utexas.edu

Begin forwarded message:

From:

Date: June 7, 2019 at 6:08:24 PM GMT+1

To: Soncia.R.Lilly@austin.utexas.edu

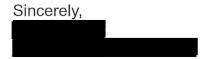
Cc: "Edward R. Lopez" <eddielopez@utexas.edu>, jim.davis@austin.utexas.edu

Subject: Response to Administrative Disposition

Vice President Lilly,

Please find attached the signed Administrative Disposition issued on Wednesday March 27, 2019 indicating the Texas Cowboys' decision to waive its right to appeal.

Thank you and Hook 'em Horns.



This message is from an external sender. Learn more about why this matters.

submitted to a representative of the Office of the Dean of Students before the organization can apply for reinstatement. This presentation requirement is to be permanent in nature and is to be completed during every recruitment cycle.

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Authorized Representative Name (please print):		
Representative Signature:		Date: _
Staff Signature:	No.	Date:

Subject: Re: Response to Administrative Disposition

Date: Friday, June 7, 2019 at 4:23:30 PM Central Daylight Time

From: Wommack, Melissa

To: Fils-Aime, Andel P, Goodwin, Katharine J

CC: Student Conduct

It has been added.

Sincerely, Melissa

MELISSA JONES-WOMMACK, Assistant Director – Student Conduct and Academic Integrity
The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Fils-Aime, Andel P" <Andel.Fils-Aime@austin.utexas.edu>

Date: Friday, June 7, 2019 at 4:19 PM

To: "Wommack, Melissa" < mwommack@austin.utexas.edu >, "Goodwin, Katharine J"

<Katharine.Goodwin@austin.utexas.edu>

Cc: Student Conduct <studentconduct@austin.utexas.edu>

Subject: FW: Response to Administrative Disposition

Hello,

Here is the attachment of the last page of the signed Option 1 AD that we issued to the Cowboys. Please add this document to the orgs case file in Advocate. Thanks and have a great day.

Andel

ANDEL FILS-AIME, **Ed.D**, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

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Date: Friday, June 7, 2019 at 2:01 PM

To: "Fils-Aime, Andel P" < Andel. Fils-Aime@austin.utexas.edu>

Cc: "Longoria, Carol A" <caroll@utexas.edu>

Subject: Fwd: Response to Administrative Disposition

As per our discussions. I'll follow up via telephone.

Best Regards,

Soncia

Vice President for Student Affairs | Dean of Students | <u>studentaffairs.utexas.edu</u>

Begin forwarded message:

From:

Date: June 7, 2019 at 6:08:24 PM GMT+1

To: Soncia.R.Lilly@austin.utexas.edu

Cc: "Edward R. Lopez" < eddielopez@utexas.edu >, jim.davis@austin.utexas.edu

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Thank you and Hook 'em Horns.

Sincerely,

This message is from an external sender. Learn more about why this matters.

THE CONTRACTOR OF A PROPERTY O

OFFICE OF THE DEAN OF STUDENTS

100 West Dean Keeton Street A5800 • Austin, TX 78712 • (512) 471-5017 • FAX (512) 471-7833 deanofstudents.utexas.edu • deanofstudents@austin.utexas.edu

CONFIDENTIAL INFORMATION NONDISCLOSURE AND LIMITED USE ACKNOWLEDGEMENT

Recital

Phone Call with The Cumberlands (Alexandra, Shawn, and Sylvia – parents & sister) – Meeting Notes

Andel Fils-Aime, Melissa Jones-Wommack, Katie Goodwin

Date: November 19, 2018

•	- sent	the additional	GroupMe	message to) Melissa
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- New Men / pledges went back and cleaned up the ranch after the accident
- New Man who bit the head off the hamster is listed in the GroupMe
- Nicky was removed from GroupMe on Thursday/Friday of last week
- When the Cumberlands were in the hospital with Nicky, when Nicky would have a bowel movement, the nurses etc. would roll him over to be cleaned and they would see linear bruise marks on his butt
 - o Mr. Cumberland says it looked unusual and not from hitting the pavement
 - o They believe these bruise marks were from being paddled
 - o Mr. and Mrs. Cumberland were the ones to see the bruises
- The Cumberlands are waiting for medical records from St. Katharine's and will provide if there is information about the bruising
- Two boys told the Cumberlands that Nicky was paddled
 Mr. Cumberland named one boy as
 had a meeting with on Saturday and then met together with Mr. Cumberland on Sunday and he reiterated this information to both Alexandra and Mr. Cumberland
 is really close to Nicky and was forthcoming
 Mr. Cumberland spoke to father and let him know as a courtesy that an investigation is beginning knows that an investigation is beginning and that being forthcoming is the best approach
 - was the one who ultimately purchased the hamster and has guilt over this as well
 - o Mr. Cumberland named the other boy as (a year ahead of Nicky he is an and he is a (a year ahead of Nicky he
 - confirmed that Nicky was paddled and also heard about the hamster incident
 - Alexandra has told that an investigation is beginning
 - is currently going through
 - Potentially not in the best mental health state due to this and the accident
 - told the Cumberlands that it was the that bit the head off the hamster (specific is listed in a joking way)
 - o Mr. Cumberland has spoken with father
 - Mr. Cumberland reported that he has been brainstorming with father on forming an anti-hazing alliance/reform
 - He reported that both and and mother are having a truly difficult time with the accident

- He also told the that the investigation is beginning
- He described feeling that both his family and the tragedy
- The Cumberlands had a phone call with Ruth Harten the mother of Gabriel Higgins who died from Cowboys hazing in 1995
 - Mr. Cumberland reported that Ruth is willing to help
 - He reported that Ruth would be willing to talk to Student Conduct or anyone at the university
- Mr. Cumberland spoke with one father and was shocked by his reaction that 20 or 21 year olds should be responsible enough about deciding to get in a car at 4:30am
 - Mr. Cumberland reported that the father was someone he grew up with and does not wish to name him
- The Cumberlands inquired about what progress we have made with the investigation so far
- Mr. Cumberland asked if our investigation was concurrent with a law enforcement investigation
- o The Cumberlands have a District Attorney waiting for the case they are waiting for counsel to tell them to go to the UTPD or APD
 - The DA has advised them to go to UTPD and Mr. Cumberland will be meeting with the UTPD Chief of Police after the Thanksgiving holiday
- o Mr. Cumberland referenced an incident last year with the Cowboys at a potential recruitment/indoctrination event reported that she was prohibited from contacting him as his cell phone was taken away took away Nicky's cell phone at this event) and Nicky drank a lot at this event (unknown if forced/facilitated etc) and was allowed to get on his moped and go back to his apartment complex
 - Nicky's roommates would be willing to speak with us about Nicky's level of intoxication after this event –
 - Alexandra will send us an email with the names of the roommates

Fall 2018 Newman Class

Nicky Cumberland Kappa Sig Houston



Student Name: Melissa Jones-Wommack, Katie Goodwin Date: January 31, 2019 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. During this meeting, the student made the following statements regarding the referral: Remembers when got to the ranch, saw the hamster there, was the first time that he really knew that could happen. Didn't happen on his Newman ranch, and Heard rumors about what was going to happen with it but didn't know. Was on the list when he was a Newman – but , the pet store was closed so they didn't get At his Newman ranch, it wasn't designated on the shopping list as something for Newman As the organizational time was wrapping up, people started heading into the barn One particular person didn't ask to do it, but the older guys seemed to know what was going to happen and it kind of evolved. and Newmen joined with the that were present, so didn't really have much time just with their org Remembers there was rumblings about the hamster thing earlier in the night Doesn't remember who was telling to do it Knows that had to do it at his ranch, but knows that was the first have done it but other orgs had done it in prior years

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our meeting and that they may be edited for grammatical purposes at a later time; however, the content will remain upodited.

Student Name

Student Signature

Student Signature

Date

Investigator Name

Date

Subject: Re: Student Conduct Contact

Date: Monday, December 3, 2018 at 8:26:23 AM Central Standard Time

From: Fils-Aime, Andel P

To: Shawn Cumberland, Wommack, Melissa

CC: Alexandra Cumberland

Hello Mr. Cumberland,

Thank you for passing along this pertinent information and message.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: Shawn Cumberland

Date: Sunday, December 2, 2018 at 9:50 PM

To: "Wommack, Melissa" < mwommack@austin.utexas.edu>

Cc: Alexandra Cumberland , "Fils-Aime, Andel P" < Andel. Fils-

Aime@austin.utexas.edu>

Subject: Re: Student Conduct Contact

FYI. Received following text on Facebook from a new acquaintance:

Heartbroken over your terrible loss. Have prayed and shared Nicky's beautiful tribute, donated to go fund me and are friends with and and family since high school. Also friends with 2 other cowboy pledges. Was told before the accident about hazing. Our friend who I won't name was paddled "60 times" in one session according to my contact and was as "tough as they come to tolerate it." Keep pushing. Just posted on my FB: "hazing is alive and well at all levels of UT. " The code of student conduct is specific about not tolerating hazing. It's a bit of a joke. Prayers you get answers. This was an out of town school sanctioned trip. Those boys were exhausted. One mom of one of the boys told me some needed to get back to Austin for something or other, inc Nicky. Why allow them to leave in the middle of the night?? Who allows that? How is that responsible? Who is the adult here? Sure those boys felt like they had to attend. This is too great s price to pay to ignore. May God guide you and give you comfort.

Sent from my iPhone

On Nov 13, 2018, at 1:16 PM, Wommack, Melissa < mwommack@austin.utexas.edu> wrote:

Hi Alexandra,

Thank you for providing the word document. I have created a case file and added it there. I have also created a UTBox for you to use when you upload the screenshots, and any other documents that might be too large to easily email. That box can be found here: https://utexas.box.com/s/dsac8kfg0i2qsh2cukeydrz0967zl3wg

Please let me know if you have any questions or trouble uploading to the box. Thank you again.

Best Regards, Melissa

MELISSA JONES-WOMMACK, M.A., Assistant Director for Student Organization Conduct
The University of Texas at Austin | Student Conduct and Academic Integrity in the Office of the Dean of Students | 512-4712841 | deanofstudents.utexas.edu

From: Alexandra Cumberland

Date: Tuesday, November 13, 2018 at 10:39 AM

To: "Wommack, Melissa" < mwommack@austin.utexas.edu>

Cc: "Fils-Aime, Andel P" < Andel Aime@austin.utexas.edu

Subject: RE: Student Conduct Contact

Hi Melissa,

Of course. We appreciate your dedication to student safety on campus.

As mentioned, attached is a list of Cowboy New Men, checklist for the retreat, and other details gathered from Nicky's phone. I will send you screenshots from Nicky's phone in a separate email.

Thank you, Alexandra

From: Wommack, Melissa < mwommack@austin.utexas.edu>

Sent: Tuesday, November 13, 2018 9:37 AM

To: Alexandra Cumberland > Cc: Fils-Aime, Andel P < Andel.Fils-Aime@austin.utexas.edu >

Subject: Student Conduct Contact

Hello Alexandra,

Thank you so much for being on the phone with us today, and your willingness to work with us as we investigate this matter. Please use my email address (mwommack@austin.utexas.edu) as a point of contact for communicating and documents. Please feel free to share it with your dad and welcome him to do the same. I look forward to working with you both and being a resource as you need.

Best Regards, Melissa

MELISSA JONES-WOMMACK, M.A., Assistant Director for Student Organization Conduct
The University of Texas at Austin | Student Conduct and Academic Integrity in the Office of the Dean of Students | 512-4712841 | deanofstudents.utexas.edu

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STUDENT CONDUCT AND ACADEMIC INTEGRITY ADMINISTRATIVE DISPOSITION FORM FOR STUDENT ORGANIZATION DISCIPLINE

Disciplinary Decision Notification Date: March 27, 2019

Student Organization: Texas Cowboys

Pursuant to Chapter 6 of the <u>Institutional Rules on Student Services and Activities</u>, which may be <u>found in Appendix C of the General Information Catalog</u>, this form serves as written notification of Student Conduct and Academic Integrity in the Office of the Dean of Students' decision regarding the organization's case.

Violation(s):

2018-2019 Institutional Rules/Student Organization/Prohibited Conduct (6-400)/Section 6-400(a)(6) - Hazing - violates the University's prohibition of hazing as contained in Chapter 14 of the Institutional Rules

2018-2019 Institutional Rules/Student Organization/Prohibited Conduct (6-400)/Section 6-400(a)(3) - Harmful Behavior - behaves in a manner that threatens or endangers the health or safety of any student or employee of the University, or of visitors on the campus.

2018-2019 Institutional Rules/Student Organization/Prohibited Conduct (6-400)/Section 6-400(a)(7) - Alcohol Misconduct - engages in unauthorized use or possession of alcoholic beverages in a University classroom building, laboratory, auditorium, library building, museum, faculty or administrative office, intercollegiate or intramural athletic facility, residence hall, or any other campus area (see Regents' *Rules and Regulations*, Rule 80102 for more information); or engages in the improper use, possession, or consumption of alcoholic beverages, including but not limited to underage possession of alcohol, underage consumption of alcohol, providing alcohol to a minor, public intoxication, minor driving under the influence of alcohol, driving while intoxicated.

Summary of Rationale:

On or around November 13, 2018, the family of University of Texas at Austin ("UT Austin" or "university") student Nicholas Cumberland contacted UT Austin's Student Conduct and Academic Integrity ("Student Conduct") to share concerns they had regarding the Texas

Cowboys ("Cowboys" or "organization") registered student organization¹ and their September 29, 2018 new member retreat ("Retreat"). The Cumberland family informed the university that members of the Cowboys told them that hazing behavior had occurred at the Retreat, also known as "Ranch." Based on its receipt of this information, Student Conduct then conducted its own, independent, investigation into the hazing allegations.

Ultimately, Student Conduct found, by a preponderance of evidence, that new members of the Cowboys were subjected to multiple forms of hazing, including physical brutality, physical activity, forced ingestion of unwanted substances, coerced consumption of alcohol, and degradation, as defined in Section 14-103(3) of Appendix C of the *Institutional Rules on Student Services and Activities* (2018-2019). Such conduct violates university policy. Additionally, the Cowboys facilitated possession and consumption of alcohol by minors, which violates both university policy and state law.

A summary of Student Conduct's investigation and its findings of fact are provided below.

Referral:

- Student Conduct initially spoke with the Cumberland family on November 13, 2018, along with having several follow-up conversations, and received the following report:
 - o Nicholas Cumberland was a new member of the Cowboys registered student organization in the Fall 2018 semester.
 - Nicholas was also an active member in the Kappa Sigma fraternity chapter at UT Austin.
 - The Cumberland family provided Student Conduct with the Cowboys' new member GroupMe chat messages obtained from Nicholas's phone and a shopping list of items that new members were instructed to bring to the Retreat.
 - The shopping list included items such as a live chicken, a live hamster, large quantities of hot dogs, tobacco, and copious amounts of alcohol.
 - O The Cumberland family also reported that members of the Cowboys informed them that the following activities took place at the Retreat on the night of September 29, 2018, beginning sometime between 5 and 7pm and continuing late into the night and early morning of September 30, 2018:
 - Nicholas was paddled and had significant, specific bruising on his buttocks nearly a month after the Retreat and car accident.
 - New members were made to eat hot dogs laced with tobacco.
 - One new member bit the head off a live hamster.
 - New members were sleep deprived at the Retreat and then allowed to drive back to Austin at 4:00 a.m. the next morning.
 - New members played a game of football in the mud.
 - Those Cowboys who were also members of other individual fraternities had their own hazing activities that they went off in separate groups to do.

¹ Section 6-101(14) of the University of Texas at Austin's *Institutional Rules on Student Services and Activities* (2018-2019) defines a "registered student organization" as a "student organization holding a valid registration under this chapter. Registered student organizations are considered private entities and are not viewed as extensions of an academic or administrative unit, or of the University. Registration ensures privileges as outlined in subsection 6-301 and allows the registered student organization to function within the institutional context."

o In the early morning of September 30, 2018, en route back to Austin from the Retreat, Nicholas, along with several other members of the Cowboys, were involved in a car accident that occurred near Lampasas County, Texas. On October 30, 2018, Nicholas died from injuries sustained during the accident.

Investigation:

- Student Conduct interviewed all five university students that were both members of the Cowboys and that
- Student Conduct interviewed 23 university students that were listed as new members, or "New Men," of the Cowboys on or around November 27, 2018.
- Student Conduct interviewed 72 university students that were listed as active members, or "Old Men," of the Cowboys on or around November 27, 2018.
- Student Conduct also interviewed three university students named by the Cumberland family as people peripheral to the investigation. These people included
- Student Conduct received and reviewed information and evidence provided by the Cumberland family, as well as, information and evidence provided by other members of the organization.

Information Regarding Sub-Groups

During the course of this investigation, Student Conduct found that the Cowboys recruit heavily from certain fraternities. As part of their initiation into the Cowboys, members of those fraternities engaged in behavior directed at their own fraternity brothers. Accordingly, Student Conduct did consider whether the identified fraternity organizations were culpable, separate and apart from the Cowboys, because of their sub-group activities within the Texas Cowboys' organization. While this investigation did find that the actions of the fraternity sub-groups contributed to the hazing culture within the Texas Cowboys, Student Conduct did not find sufficient evidence to indicate that the identified fraternities themselves engaged in hazing outside of the Texas Cowboys organization. Because the sub-group hazing activities were all behaviors directly connected to gaining membership into the Texas Cowboys organization, Student Conduct determined that these actions were unrelated to the students' parallel memberships in separate fraternal organizations. Additionally, because the hazing at issue here was not directly tied to gaining membership into any of the separate organizations, the individual fraternities identified in this report were likely unaware that their members engaged in these activities as part of their affiliation with the Cowboys. For this reason, this investigation focuses on the Texas Cowboys and the individual behavior of its members.

Findings of Fact:

• Student Conduct received statements from several organization members indicating that they personally experienced or witnessed hazing during the Fall 2018 Retreat as part of their new member process. The hazing behavior includes but is not limited to:

- O At the Retreat, the Cowboys who were active members of used a wooden stick to strike the Cowboy new members from as part of their initiation into the Cowboys.
 - This occurred when the sub-groups within the Cowboys branched off separately.
- Members stated that they were forced or coerced to ingest unwanted substances, including chugging a gallon of milk, cat food, Spam, tabasco sauce, minced garlic, and whole onions.
 - While the Cumberland family reported that new members were made to eat tobacco-laced hot dogs, no new member reported doing so or having any knowledge of tobacco-laced hot dogs.²
- o Members stated that they were forced or coerced to consume alcohol, including finishing a bag of wine and shotgunning beers³.
- Student Conduct found that underage drinking was encouraged, coerced, and a major facet of the organization's culture, which is evident from the amount of alcohol included on the shopping list that active Cowboys provided to new members.⁴
 - Of the 25 new members in the Fall 2018 semester, 14 were under the legal drinking age at the time of the Retreat.
- o Members of the Cowboys coerced a new member into biting the head off a live hamster.
 - This occurred in the presence of both new and active members of the Cowboys and included other sub-groups of Cowboys.
 - A Cowboy who is also an active member of reported that he brought up the idea of utilizing a hamster at the Retreat during a meeting with the reported that he, along with the larger group of Cowboys surrounding the new member during the incident, coerced the new member to bite the head off the hamster at the Retreat.
- Members stated that they were subjected to physical activity, including playing a game of football, being coerced into the cannon's trailer and dropped off a distance away from the Retreat site to find their way back together, participating in relay races, barrel rolls, bear crawls, human wheelbarrow races, and throwing football passes to hit people with accuracy.
- o Members stated that they were subjected to calisthenics, including Oklahoma Drills⁵ during the football game.

² Even though no new members reported engaging in hazing activities that involved ingesting tobacco, note that the new member shopping list did include instructions that all new men should bring tobacco to the Retreat.

³ "Shotgunning" is a means of consuming a beverage, commonly beer, very quickly by punching a hole in the side of the can, near the bottom, placing the mouth over the hole, and pulling the tab to open the top. The beer is then quickly consumed by the individual. See: https://en.wikipedia.org/wiki/Shotgunning

⁴ To the extent that underage new men received the shopping list instruction to bring alcohol and complied, the Cowboys potentially coerced students to engage in illegal behavior.

⁵ In an "Oklahoma drill," two people line up three yards opposite one another. Typically, a corridor is set up using three blocking bags on each side creating a wall spaced about one yard apart. This creates an area of about three feet by nine feet. The two persons, at the sound of the whistle, then run at one another and the drill is over when one is on the ground, or if a ball carrier is involved, when he is tackled. In football, the drill is used to test players in confined, full contact situations. See: https://en.wikipedia.org/wiki/Oklahoma drill.

- o Members stated that they experienced degradation, including having chips and mustard poured into their shirts before competing in the relay race.
- Members reported that they were required to bring items for the Retreat from a shopping list provided to them. The list included large amounts of food, tabasco bottles, gallons of milk, copious amounts of alcohol, tobacco, a live chicken, and a live hamster.
- Members confirmed that while the hamster was killed at the Retreat, the chicken was not harmed. Multiple members stated that a new member held the chicken while they were in the cannon's trailer and it was carried back to the Retreat with the group.
- Student Conduct received statements from several active members of the Cowboys indicating that they personally experienced or witnessed hazing in prior semesters as part of the Cowboys' new member process. Such hazing activities include, but are not limited to:
 - O Cowboys who were members of used a paddle to strike their fraternity brothers as part of a "Tap Out" tradition around the time of their initiation into the Cowboys; this event would occur at the house without members of that fraternity present. This event reportedly took place every semester except Fall 2018.
 - o In the Spring 2018 semester, the Cowboys who were members of struck the Cowboys new member from with a piece of wood.
 - Cowboys struck new members with a paddle as part of a "Tap-In / Tap-Out" tradition around the time of their initiation into the Cowboys; this event would occur at the house without members of that fraternity present. This tradition allegedly ceased in 2016.
 - Members of the organization reported that biting off the head of a hamster as part of initiation into the Cowboys has been a tradition, not unique to one suborganization, since before 2015.
 - Allegedly, a new member bit the head off a hamster at the Fall 2015 retreat.
 - At the Fall 2017 new member retreat, active Cowboys

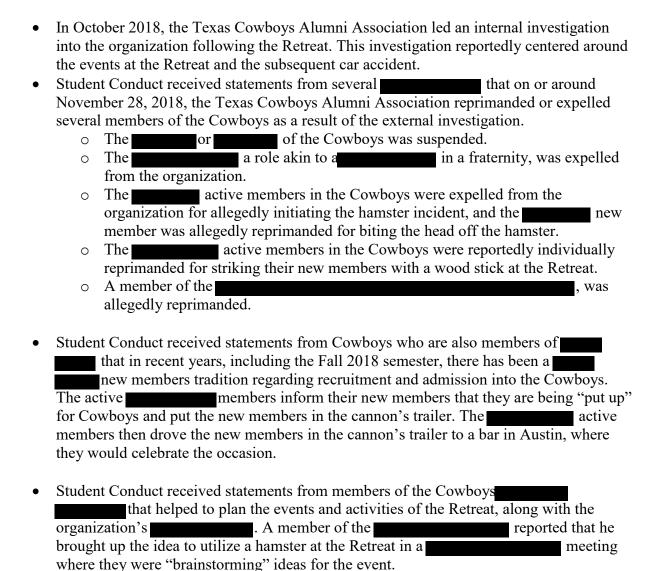
 coerced a new member into biting the head off a live hamster.
 - Reportedly, a Cowboys new member, who was also a member of bit the head off a hamster on yet another occasion.
 - Until the Fall 2018 semester, the Cowboys held a talent show at the end of the new member process where the new members perform skits or consume unwanted substances, such as syrup.
 - o Members stated that a tradition at every semester's retreat is to force or coerce new members into the cannon's trailer. This tradition has a consistent pattern at each retreat, including the Fall 2018 retreat. Specifically, new members are told to go into the trailer and are then driven a distance away from the retreat location.

5

⁶ "Tap Out" is the colloquialism used by members of the organization to describe the paddling ritual that occurred at the end of the New Man semester.

They are dropped off and told to find their own way back to the retreat as an act of bonding.

Additional Information Received:



Preponderance of Evidence:

Student Conduct determined that a preponderance of evidence exists, meaning that it is more likely than not, that the Texas Cowboys student organization engaged in hazing during the Fall 2018 semester. This conduct violates Section 14-103(3) of Appendix C of the *Institutional Rules on Student Services and Activities* (2018-2019). As well, a preponderance of evidence exists to support that the Cowboys also violated Section 6-400(a)(7) of the *Institutional Rules on Student Services and Activities* (2018-2019). Specifically, the Cowboys engaged in alcohol misconduct, harmful behavior, and hazing activity including, but not limited to, physical brutality, physical activity, forced ingestion of unwanted substances, coerced consumption of alcoholic beverages, and degradation of its new members.

However, Student Conduct did not find a preponderance of evidence to determine that hazing behavior, in the form of sleep deprivation, occurred at the Retreat in September 2018. During the investigation, multiple members reported that they were able to go to sleep at various times of the night. As well, no one reported having been prevented from sleeping.

Student Conduct received statements from several Cowboys who reported that spoke with multiple members, including the plan to leave in the early morning after the Retreat. These individuals also confirmed that they had a sober driver. Statements from the corroborated the information provided by other Cowboys. Additionally, another car left the Retreat before the car involved in the accident, suggesting that members were free to come and go.

Based on the totality of circumstances, even if the car accident had not occurred, it is important to note that the Texas Cowboys' behavior at the Retreat, and at the other specific occasions discovered in the course of this investigation, does in fact meet the institutional definition of hazing. However, as with many accidents, the car accident that led to Nicholas Cumberland's death could have been avoided had there been adequate risk management practices in place, such as providing transportation to all members and choosing a safer location, closer to campus.

Sanction Rationale:

In 1995, the University of Texas at Austin cancelled the Texas Cowboys for five years after repeated instances of hazing culminated in the death of university student Gabe Higgins, at the Cowboys' new member retreat, then referred to as "Picnic." At the time of the 1995 incident, the Cowboys were already on probation for engaging in hazing activities, including paddling, three times in so many years. After their five-year cancellation, the Cowboys returned to campus in 2000.

Much like the Cowboys' Picnic of Spring 1995, the Fall 2018 Retreat subjected new members to an unreasonable risk of danger and harm. While now renamed to, "Ranch," the Cowboys' Retreat has changed little in almost 25 years. The facts of the current case demonstrate that the Fall 2018 Retreat continues to follow the same model and utilized many of the same traditions as the Picnic of 1995.

Both the 1995 and 2018, incidents involved behaviors that violate the *Institutional Rules* of the University of Texas at Austin, including physical brutality, physical activity, the ingestion or consumption of unwanted substances, coerced consumption of alcohol, and degradation. In both cases, the Cowboys facilitated possession and consumption of alcohol by minors. Throughout the current investigation, members expressed their feeling that because of the minimum class year for admission and the prestige of becoming a member, the power dynamic that causes peer-to-peer abuse did not exist within the Cowboys. However, this investigation did not support that belief. Rather, the facts revealed a widespread, long-standing culture of peer-to-peer abuse, or hazing, within the Cowboys.

While the organization made overtures towards risk management and safety after the 1995 incident, much like the Cowboy Picnic of Spring 1995, the Fall 2018 Retreat subjected new

members to an unreasonable risk of danger and harm. Not only do the Cowboys continue to choose poor locations for their retreats, their escalation to animal cruelty at the Fall 2018 Retreat demonstrates that past lessons have not changed the Texas Cowboys' culture of hazing.

The events that took place in Spring 1995 and now in Fall 2018, share a tragic history; both incidents have significantly impacted the campus community. The concerning behaviors uncovered as part of this case investigation today are eerily similar to those that led to the Cowboys' cancellation in 1995. In fact, the organization still engages in paddling, excessive alcohol consumption, relay and drinking races, and selecting of dangerous retreat locations that create an unreasonable risk of danger and harm. These actions evidence a disturbing, long-standing pattern of behavior that directly endangers the health and safety of University of Texas at Austin community members.

The 1995 cancellation of the Texas Cowboys sought to provide the organization with the opportunity to abandon the Cowboys' culture of hazing. However, nearly twenty-five years after Gabe Higgins' death, the current investigation found that hazing within the Texas Cowboys has not only persisted, but continues to escalate and now includes unconscionable and meaningless levels of animal cruelty. The Cowboys continue to engage in egregious peer-to-peer abuse which included paddling Nicholas Cumberland so brutally that bruises on his buttocks were visible a month after the retreat. As well, the Cowboys continue to place new members' health and safety at risk by requiring them to participate in unprotected football drills and unnecessarily creating an environment that can result in alcohol related health emergencies.

While it is likely that most of the Texas Cowboy members responsible for the current hazing violations were not even born when Gabe Higgins lost his life, they nevertheless continue to follow the poor examples set by their predecessor members. The facts of the 1995 and current case are so similar it is clear that the Texas Cowboys are adept at passing on traditions, but not lessons. The facts uncovered here evidence the need for more severe sanctions because the Cowboys' dangerous behaviors have not changed. Most unfortunately, neither have the consequences. Two families have lost their sons and The University of Texas at Austin community has lost two of its students because the Texas Cowboys continue to perpetuate unlawful and irresponsible behavior time and time again.

The findings of this investigation, coupled with the history of the Cowboys' failure to uphold the university's *Institutional Rules*, demand a sanction commensurate with the seriousness of this tragedy. Accordingly, the most appropriate outcome in this case is a six (6) year cancellation of the Texas Cowboys' status as a Registered Student Organization.

Furthermore, during the six-year period of cancellation, the university will not recognize any other versions of this organization and will not grant the status of Registered Student Organization to any other version of this organization. The university also prohibits any other version of this organization from having a direct tie to, or affiliation with, the University of Texas at Austin. Finally, the university further prohibits any other version of this organization from representing itself as having any tie to or connection with, the University of Texas at Austin for any purposes, including but not limited to: new member recruitment, representing the university as official ambassadors, and participation in Game Day operations.

Therefore, the Dean of Students recommends the following sanction(s):

Sanction(s):

- 1. Cancellation for six years (February 2019 May 2025) to include loss of the following privileges:
 - a. Removal from Game Day operations.
 - b. Moratorium on representing the university as official ambassadors.
- 2. Probation for two additional years after reinstatement.
- 3. Prohibition of separate student organization sub-groups within the Cowboys' registered student organization. This prohibition is to be permanent in nature.
- 4. Use of the cannon's trailer to transport any members is permanently prohibited.
- 5. Use of live animals for events or other purposes is permanently prohibited.
- 6. Pre-approval, by the organization's advisor,⁷ for all future Cowboys events that take place off-campus. This pre-approval is to be permanent in nature, must be in writing, and maintained by the organization internally.
- 7. An organization advisor must be present at all future retreats or off-campus events. The presence of an advisor at these events is to be permanent in nature.
- 8. Use of chartered buses for all members and persons attending, during any future off-campus events. This requirement is to be permanent in nature.
- 9. Prohibition of taking away members' ability to use various methods of communication, including, but not limited to, cell phones, smart watches, and computers, during organization retreats, unless for purposes approved by the organization's advisor. This is prohibition is to be permanent in nature.

At the end of the six-year cancellation, the organization will be eligible to resume their status as a Registered Student Organization so long as the following sanctions have been completed:

- 10. Creation of a Risk Management position on the Executive Committee prior to reinstatement. This position is to be permanent in nature.
- 11. The Cowboys must create a safety and risk management plan to be approved by the organization's advisor and submitted to the Office of the Dean of Students prior to reinstatement. This safety and risk management plan is to be updated annually and is to be permanent in nature.
- 12. Creation of a presentation to be shared with all future Texas Cowboys new member classes detailing the events that took place in the Fall 2018 and Spring 1995 semesters as a result of the Cowboys' hazing behaviors. Active members and organization leadership will be responsible for presenting this information to future new member classes. The presentation must be completed and approved by the organization's advisor and

1. A part-time or full-time employee of the University; or

⁷ Section 6-101(15) of the Institutional Rules on Student Services and Activities (2018-2019) defines a "registered student organization advisor" to be "a person serving in an advisory capacity to a registered student organization to provide guidance to the registered student organization and its members. A person serving as an advisor to a registered student organization affected by section 51.9361 of the Texas Education Code must be someone who

A. Is at least twenty-one years of age;

B. Is not enrolled as a student at the University; and

C. Serves as either

^{2.} A representative of a national organization that is associated with the registered student organization."

- submitted to a representative of the Office of the Dean of Students before the organization can apply for reinstatement. This presentation requirement is to be permanent in nature and is to be completed during every recruitment cycle.
- 13. All incoming new member classes will be required to read the book, "The Cowboy's Secret", about Gabe Higgins, the UT Austin student, who died at his Cowboys new member retreat in 1995. Following the completion of the book, each new member must write a two-page reflection paper outlining key points from the book that resonated with them. The organization's advisor must approve these reflection papers and provide copies to a representative of the Office of the Dean of Students in order to fulfill this sanction. This requirement is to be permanent in nature.
- 14. All incoming new member classes will be required to complete an alcohol education program organized through the Office of Health Promotion. All new members must be in attendance for the program and the organization will be required to submit a sign-in sheet to the Office of the Dean of Students detailing which members were in attendance. Additionally, one member in attendance at each session will submit a one-page reflection paper to the Office of the Dean of Students noting key points covered during the program. This program must be scheduled or fulfilled in order to apply for reinstatement. This requirement is to be permanent in nature.

With regard to the pending disciplinary case, I hereby certify that my organization understands the violation for which we are responsible. There are three ways to resolve this matter as described below:

Option 1: The authorized representative(s), on behalf of their organization, acknowledges the disciplinary decision of the Office of the Dean of Students, waives its right to an appeal or hearing, and accepts the finding and sanction(s) as described above.
Option 2: The authorized representative(s), on behalf of their organization, choos to appeal the disciplinary decision assessed by the Office of the Dean of Students. This appeal must be made in writing to the Vice President for Student Affairs, who will then delegate review of the appeal to a designated Appellate Officer, within fourteen (14) days from the date on which authorized representatives were notified of the disciplinary decision, pursuant to Section 6-516 of the <i>Institutional Rules</i> (2018-2019). The deadline to submit* the appeal is
Option 3: The authorized representative(s), on behalf of their organization, choos to request a formal hearing before a University hearing officer to contest the disciplinary decision assessed by the Office of the Dean of Students. This request must be made in writing to the Office of the Dean of Students within fourteen (14) days from the date on which authorized representatives were notified of the disciplinary decision, pursuant to Section 6-508 of the <i>Institutional Rules</i> (2018-2019). The deadline to submit* this request is

I understand that this organization will appear on the Hazing Memorandum issued by the Office of the Dean of Students for the duration of the disciplinary term and remain on the memorandum

^{*}I will copy studentconduct@austin.utexas.edu when I submit my appeal/hearing request.

for three (3) years following the completion of the disciplinary term, in accordance with requirements of the Texas Education Code, Section 51.936(c).

I understand that this document and related case materials will be kept in a confidential file in the Office of the Dean of Students for at least seven (7) years per the university's record retention policy.

I understand that further violations, including the failure to complete the terms of assessed sanctions, may result in additional sanctions from the Office of the Dean of Students.

Authorized Representative Name (please print):		
Representative Signature:	Date:	
Staff Signature:	Date	

Student: Investigators: Melissa Jones-Wommack, Katie Goodwin Student Organization: Texas Cowboys Date: February 13, 2019
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
Newman committee, EC, and larger membership had role in planning the retreat Thinks he remembers meetings where retreat was discussed, Newman committee would meet just because they were a committee, just like all other committees. Recalls only maybe one meeting that retreat was being discussed — may have had EC, Newman Committee, other cowboys that lived with them, may have had some Newmen present as well Was responsible for making the Newman experience enjoyable Everyone in cowboys has known that the hamster thing had happened in the past and it had been Didn't like a lot of the stuff that and the other guys thought of — thought of it as being problematic. Didn't have a lot of authority he decisions were tempered by cowboys to make sure that everyone was having fun. Has that authority within his own Fraternity — working with President of to revamp things to make sure people are having fun in the right ways The night Nicky and were put up for Cowboys (same night guys are put up for Spurs) — always go to the same bar, tell them why they were put up, how they've grown as leaders. When they go to the bar, the Newmen ride in the trailer with the cannon. There's no room in the truck, if there are look and Uber back from the bar, Understands the concern for danger. Compares to being more dangerous to ride a Lime without a helmet. Feels that in the future, they could just show them the trailer and maybe Uber to the bar. The point of this tradition is not malicious, but to let them see the cannon up close. When he was paddled/struck by and as a Newman in the right ways. When he was paddled/struck by and as a Newman in the recall the piece of wood exactly, but thickness between plywood and 2x4 maybe. Thinks they already had it with them. They use a lot of wood for their builds. At retreat, doesn't recall the size of enough that they wasn't hard enough that they fell. Nicky and with them and after they struck them. Thinks that these behaviors are an institutional problem and it takes the guys that do it
those that consent to it to change the behavior.

Questions/Thoughts/Research

Texas Cowboys "Retreat"

- What was the official name of the retreat?
- Can we find proof that the event was required?
- There was a packing list for the night (in Nicky's Google Drive). They had to bring lots of alcohol, live animals, and more all evidence of hazing. This list was extremely alarming to me.
- The list said you could bring a sleeping bag "if you plan on sleeping" this shows that there was no intention to require the Cowboys to sleep. Nicky borrowed a sleeping bag from but it wasn't returned to my family. We don't need it back, but this shows that he had hoped or planned to sleep.
- Nicky told me beforehand that he felt he would come back hurt.
- Nicky told me they would get drunk and play football in the mud.
- The Old Men (Cowboys actives) had a pregame before. I believe they took a bus to the ranch and waited for the New Men to arrive, but I'm not certain about this.
- The Cowboys' Venmo shows many Old Men paid for a bus. Was this bus open to New Men? If yes, why didn't Nicky take it? If no, why wouldn't they offer the bus to the members who would be most drunk/exhausted?

Texas Cowboys Post-Accident Behaviors

- I have heard that the Cowboys have had lawyers present at meetings, who have instructed them on what to say and what *not* to say. To me, this indicates that they know they've done something wrong.
- One Cowboy's _____ (before any of the Cumberlands had even arrived). How did he get there so quickly? Why was he there?
- While sitting outside the emergency room, several Cowboys told my mom and me that they hadn't slept for 36 hours.
- They're still selling Harvest Moon tickets and very outspoken about their organization. I don't understand how they aren't on probation.
- They monogrammed Nicky's initials on their shirts, and they want to put Nicky's name on a brick at the Cowboy Pavilion.
- Cowboys co-hosted the vigil for Nicky.
- I've heard that and doesn't attend any Cowboys events/meetings. I also heard that his family is with him almost 24/7 because they are worried about his mental health. I'm not sure how true any of this information is, though.
- Someone mentioned that removed items from Nicky's backpack. I'm not sure if this is true, and I think we should look into this.

The University of Texas Policies

- Student Travel Policy for University Organized or Sponsored Events: https://policies.utexas.edu/policies/student-travel-policy-university-organized-or-sponsored-events
 - o Texas Cowboys is an official University organization
 - o Need to find a way to prove the retreat was an official/mandatory Cowboys event
 - Section D: "Travel undertaken pursuant to this policy must be authorized in advance by an appropriate administrator" → did any of these official steps happen?
 - o Section E:
 - Was there a designated "navigator?" If so, it should be noted that he was not awake. (I believe everyone in the car was asleep)
 - No one in the back seat was in a seat belt.
 - The driver had been consuming lots of alcohol throughout the night. Was he sober yet? This wasn't tested at the time of the crash.
 - I would guess that the driver was transporting alcohol in his car, either on the way to the ranch or on the way back. The New Men were tasked with bringing many different types of alcohol to the ranch, so someone had to drive them.
 - The number of passengers exceeded the car's capacity.
 - N.B: "The use of personal vehicles by students for travel to events covered by this policy is strongly discouraged."
- Prohibition of Hazing: http://catalog.utexas.edu/general-information/appendices/appendix-c/prohibition-of-hazing/
 - o "The University of Texas at Austin is committed to providing a safe educational environment for everyone and does not tolerate hazing by any group or individual affiliated with the University."
 - o Says "sleep deprivation" is a form of hazing, and we know that this occurred.
 - "No organizational activity, including but not limited to <u>initiations</u> or rituals, may include any feature that is dangerous, harmful, or degrading to a person. A violation of this prohibition renders both the organization and participating individuals subject to discipline."
 - o "Hazing with or without the consent of a person is prohibited, whether on or off campus, and a violation of that prohibition renders both the person inflicting the hazing and the person submitting to the hazing subject to discipline."
- Student Organizations: http://catalog.utexas.edu/general-information/appendices/appendix-c/student-organizations/
 - o Prohibited conduct of student organizations includes: law violations, harmful behaviors, hazing, and alcohol misconduct.
 - o Outlines disciplinary process for organizations who violate this policy

The Wreck

- Pictures of the car: https://www.iaai.com/Vehicle?itemID=29840655&RowNumber=0&loadRecent=True
- Did the back-left door break open? The pictures look like this is a possibility, but someone needs to visit the truck in person or call the salvage yard to check. The car's final resting position was on the left side, so the driver/passengers wouldn't have known if the door broke open.
- Could Nicky have been in the bed of the truck? I doubt this, but it's a possibility to consider.
- According to the police report, the driver wasn't tested for alcohol or drugs.
- Could the second car of Cowboys have taken any items from Nicky's car (alcohol, etc.) in order to avoid any extra punishments?
- I was the first to be notified about Nicky at about 7:30AM (2 hours after the accident). What happened during those 2 hours before anyone found out? -
- I know who were in the car that pulled up behind Nicky's car. Let me know if you need any contact information.

Other Incidents

- Cowboys, 1995 Death of Gabriel Higgins
 - o https://www.apnews.com/96c93b4c5731cdb1f9656c3e714f5990
 - o https://www.deseretnews.com/article/497425/MOTHER-SEEKS-TRUTH-BEHIND-DROWNING.html
 - o It is surprisingly difficult to find detailed information about this.
 - Ocowboys was banned for 5 years after a New Man died at an initiation event (called a "picnic")
 - o Higgins was also a Kappa Sig.
 - His blood alcohol level was .21 percent (twice legal limit) and this was tested hours after he drowned.
 - When Nicky was getting a recommendation letter for Cowboys, he spoke on the phone to one alum He told Nicky that Nicky didn't need to feel pressured to join Cowboys because bad things had happened with the organization before. He was referencing this drowning and didn't seem to think Nicky should apply to Cowboys.
 - O Higgin's mother had 3 interesting questions that stood out to me:
 - Why did participants wait nine hours after her son was discovered missing at 2:30 a.m. to contact the sheriff's department?
 - Why were campsites cleaned up before the sheriff's department was contacted?
 - How did arrive at the scene before law enforcement authorities when is a three-hour drive away?
 - Those questioned furthered my distrust of Cowboys. There are striking similarities to Nicky's situation.
 - We didn't hear about the accident until 2 hours after it occurred (though the police were notified earlier).

- Could the other car of Cowboys have taken things from Nicky's car? Did the Cowboys still at the ranch clean it up and make sure no condemning evidence could be found?
- One of the Cowboys at the hospital process. This was before the Cumberlands even had time to arrive.

Miscellaneous Links

- o This article has an important quote from was in the car, and I'm guessing he told this information to before he realized he shouldn't share certain details.
 - shouldn't share certain details.
- https://www.surlyhorns.com/board/index.php?/topic/5154-texas-cowboy-needs-thoughts-prayers-and-support/
 - Post about Nicky
 - o Interesting comment from one person: "I was a cowboy, and remember almost falling asleep at the wheel on the way back from one of these retreats"
- https://static1.squarespace.com/static/57eec98029687f5887258eca/t/5b97ccaf70a6ad78e72d82b6/1536674992018/Fall+2018+Cowboys+Application.pdf
 - o The Fall 2018 application for Cowboys
- https://www.trafford.com/Bookstore/BookDetail.aspx?BookId=SKU-000162966
 - o A book about Gabriel Higgins and Cowboys, written by his mother after he died
- https://texasexes.academicworks.com/opportunities/5156
 - o Texas Cowboys/Gabriel Higgins Memorial Scholarship
- http://www.kappasigtauut.org/honors.html
 - There is a Gabe Higgins Award for Kappa Sig members. Kappa Sig is also creating a scholarship in Nicky's name.
- https://issuu.com/timtaliaferro/docs/texascowboys
 - An article in the Alcalde that details the "rise, fall, and return of the Texas Cowboys" (after Higgin's death)
- http://www.dailytexanonline.com/2018/11/02/community-gathers-for-vigil-honoring-nicky-cumberland%E2%80%99s-life
 - o Article: "Community gathers for vigil honoring Nicky Cumberland's life"
- http://www.dailytexanonline.com/2018/10/31/ut-austin-student-nicky-cumberland-dies-after-four-weeks-on-life-support
 - Article: "UT-Austin student Nicky Cumberland dies after four weeks on life support"
- http://www.dailytexanonline.com/2018/10/02/one-ut-austin-student-on-life-support-five-others-injured-in-sunday-car-accident
 - Article: "One UT-Austin student on life support, five others injured in Sunday car accident"
- https://www.kxan.com/news/local/austin/ut-student-fighting-for-his-life-after-car-crash-driving-to-austin/1501876701
 - o Article: "UT student fighting for his life after car crash driving to Austin"

- https://www.kvue.com/article/news/local/ut-student-who-died-after-crash-now-has-official-scholarship-named-in-his-honor/269-610115524
 - Article: "UT student who died after crash now has official scholarship named in his honor"
- https://www.khou.com/article/news/local/memorial-high-school-valedictorian-ut-standout-dies-after-car-accident/285-610783022
 - Article: "Memorial High School valedictorian, UT standout dies after car accident"
- https://www.gofundme.com/nicky-cumberland-medical-expenses
 - Go Fund Me page
- https://www.hornfans.com/threads/texas-cowboy-on-life-support.107194/
 - Tweet about Nicky
- https://www.facebook.com/pg/TexasCowboysATX/posts/?ref=page_internal
 - o Post about how the Cowboys are monogramming Nicky's initials on their shirts
- http://www.kappasigtauut.org/activities.html
 - Kappa Sig Officers Lists Nicky as Assistant Pledge Educator
- https://www.legacy.com/obituaries/name/nicholas-cumberland-obituary?pid=190616545
 - Obituary
- https://utdirect.utexas.edu/apps/utgiving/online/nlogon/?srccsu=GR&recogname=Nicholas%20Antonio%20Cumberland
 - Scholarship
- https://www.caringbridge.org/public/nickycumberland88
 - Caring Bridge
- https://www.customink.com/fundraising/lovelikenicky
 - Love Like Nicky Shirts

Other Cases Where Hazing Led to Falling Asleep at the Wheel

- https://www.nola.com/education/index.ssf/2017/11/ull hazing fatal crash lawsuit.html
- https://www.wnct.com/news/5-years-later-whos-to-blame-for-deadly-accident/1091420500
- http://www.reflector.com/News/2015/10/04/Hazing-allegations-persist.html
- https://www.apnews.com/208c7d1a17b4fd487e63ce29b9fa61bf

Phone Call with Shawn Cumberland (father of Nicky Cumberland) and Student Conduct Meeting Date: November 13, 2018

- Mr. Cumberland's daughter, Alexandra, participated in the phone call
- Nicky had been accepted into the Texas Cowboys organization (also a Kappa Sig member)
- On September 30th, Nicky was in a car accident coming back from a pledge event with the Cowboys
- Pledge event had occurred on September 29th
- Mr. Cumberland and Nicky's mother have been concerned about why pledges drove at 4:30am after a full day of activities and no sleep
- Nicky's parents were not informed that he was going away to this event
- Multiple members of the Cowboys and Nicky's friends came to visit when Nicky was in the hospital
- His parents came to Austin this past weekend and met with some of the boys involved
- Parents found out from other Cowboy pledges that there was hazing involved in the retreat
- Cowboy pledges were telling the Cumberlands about acts of hazing that occurred within the Cowboys
- Culture in the Cowboys is that the kids are accepting that this is a part of life, something that you have to endure even if the pledges don't like it
- Culture of silence seems pretty instilled
- Mr. Cumberland feels that Nicky's fellow pledges / friends were willing to share these stories with him and his wife due to Nicky's character
- Cumberlands have Nicky's cell phone
- that he was afraid he was going to get hurt at the pledge retreat
- Saw the shopping list includes large quantity of hot dogs, tobacco, alcohol, live chickens, live hamster
- Heard that Nicky was paddled at the retreat
- Eating hot dogs laced with tobacco at the retreat
- One pledge bit the head off of a live hamster
- At least two Cowboy pledges informed the Cumberlands about these events
- Sleep deprivation occurred
- Mr. Cumberland reported being surprised about the pledge's cavalier attitude about the prevalence of hazing
- The Cumberlands were told that the boys drove up (the New Men are the pledges) around 4-6pm in their own cars and they were supposed to set up for the event
 - o The Old Men of the Cowboys drove up in a bus at around 9pm
 - o The New Men had a mud football game
 - Each fraternity has their own hazing activities that they break off to do (ex. Kappa Sigs broke off, Kappa Alphas broke off)
 - o Then they come back together for a campfire ending around 3-3:30am
 - o Then they were allowed to leave to come back to Austin

- The next morning there was a Genesis Club meeting one senior Cowboy asked the car driver if he was ok to drive
- The people who got in the car were not able to make a decision if they were able to drive home safely
- Mr. Cumberland has not heard anything official from the Cowboys and they have not reached out to him
- Mr. Cumberland is willing to share the names of the boys they talked to and who shared these stories with them, but he would like to give them a heads up and allow them the opportunity to come forward and be afforded immunity
- He believes the system is flawed and potentially not the individuals
- He will provide Student Conduct with the names, but believes that everyone who attended the event should be interviewed
- Alexandra Cumberland has the list of people who attended the retreat (her email address is
- Mr. Cumberland thinks that we should ask the Cowboys for a complete list of everyone involved
- He stated that he will supply Student Conduct with information from Nicky's cell phone;
 additionally, he stated that
 Student Conduct
- Mr. Cumberland reported that there was a rush event last year for the Cowboys and Nicky's roommates told him that Nicky came home "so obliterated that he couldn't stand" and he was allowed to ride his moped home from the event and the people in charge of the event wouldn't allow him to respond to texts inquiring about his wellbeing and his phone was confiscated at this event
 - o People attending the rush event were prohibited from communicating
- Mr. Cumberland requested "24 to 48 hours" to reach out to the boys he has spoken to in order to give them a heads up that an investigation will begin
- Mr. Cumberland is thinking of reporting this to the Austin Police Department / Travis County
- Andel let Mr. Cumberland know that any text messages or screenshots from Nicky's phone could be helpful to our investigation process and that we will reach out to
- Mr. Cumberland inquired if he and his family would be involved in sanctions if there is a finding of a violation for the organization



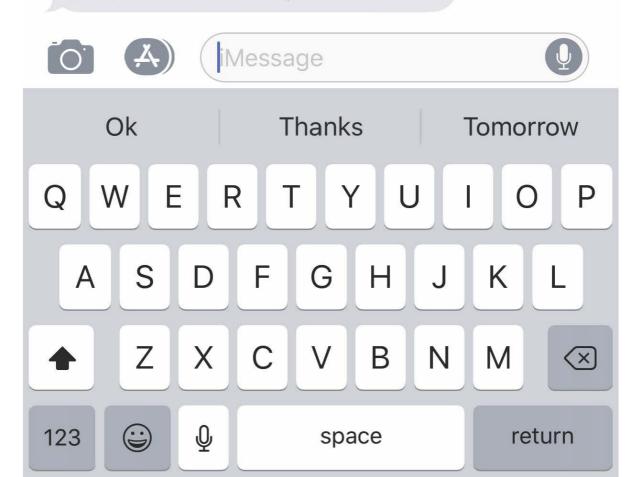
Ok Sunday would probably be best for kappa Sig

Obviously all of the close friends would come no matter what

But just thinking of kids who are on the fence that weren't very close with Nicky

Parents weekend and huge football gain would lower UT attendance

Just a thought, obviously do whatever is best for y'all. A ton of people will come regardless.



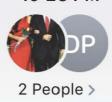


10:23 PM









Today 10:09 PM

Dr. Paydarfar

Yes, I offered to participate in teleconference discussions. Volpi said he wanted to complete his evaluation, correct the serum sodium and discuss with you first, then go from there.

DP

Dada

Volpi admitted that he has never witnessed anyone with these types of movements lasting this long. We are now over 11 days. And today there have been many movements (est 30) even now this evening. He also admits that he hasn't read anything about such a case. Nevertheless he is going to disregard it in his conclusions and assessment. I'd like to discuss this with you (especially before they do his apnea test tomorrow). Is there a good time for you?



If he truly is an outlier, is it worth sending Nicky to you? Even for benefit of research and study?









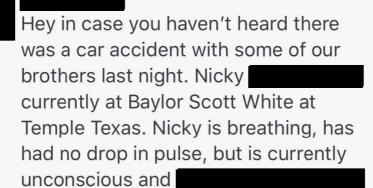








Sep 30, 2018 at 9:36 AM



Everyone else is in the car is okay. This is all of the information I know currently and will keep you up to date as information is passed along. Please keep them in your prayers and give me a call if you have any questions. At this moment please do not spread any information to anyone because we want to get more information before this gets out.

Sep 30, 2018 at 10:39 AM

Has everyone else made it back to
Austin ok?

, and I just got back

Myself,

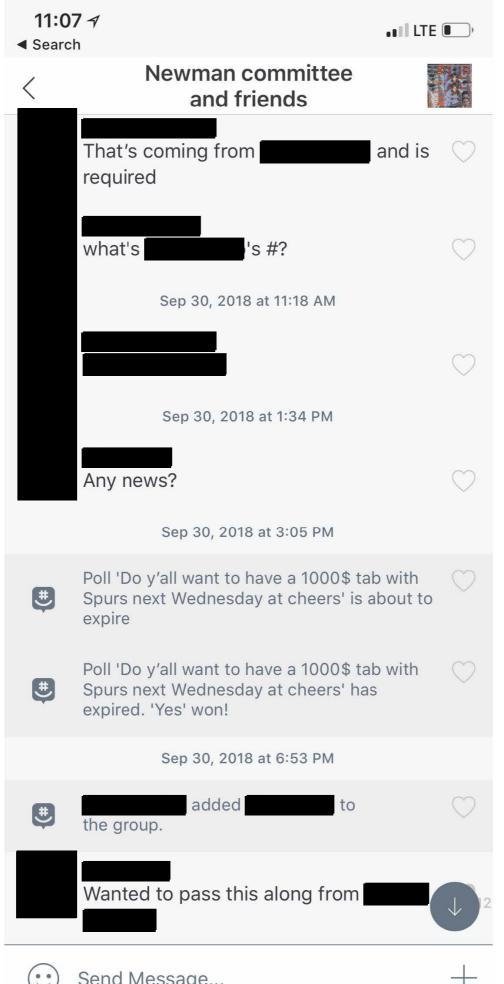
and



















Wanted to pass this along from

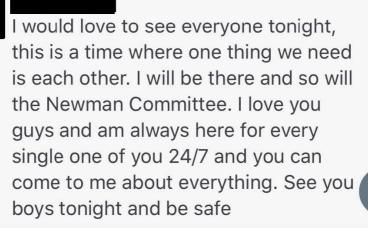


 ∇_{1i}

Hey friends, as we continue to keep Nicky and his family in our prayers, a couple of guys and myself have gotten together and talked about how it would be healthy to get a group together tonight to talk through anything that is on our mind regarding Nicky and the accident as well as continue to pray for him, his family, and those close to him.

We're gonna do it at my place tonight at 9 o'clock. Like this message if you intend to join so I can get a headcount. Text me at for additional details. Love y'all!

Sep 30, 2018 at 8:45 PM













Sep 30, 2018 at 8:45 PM

I would love to see everyone tonight, this is a time where one thing we need is each other. I will be there and so will the Newman Committee. I love you guys and am always here for every single one of you 24/7 and you can come to me about everything. See you boys tonight and be safe

Sep 30, 2018 at 10:04 PM

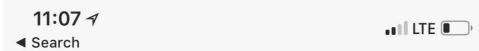
The older guys wanted me to let y'all know that it's good to be with each other as new men but to please reach out to any guys that are older for support if it's needed in anyway. I know we trust them a lot and they may be able to guide us in ways that we need, so please don't hesitate to reach out to anyone. Stay strong guys, love y'all

100 percent. We are here for you guys. Call me/text me at any time.



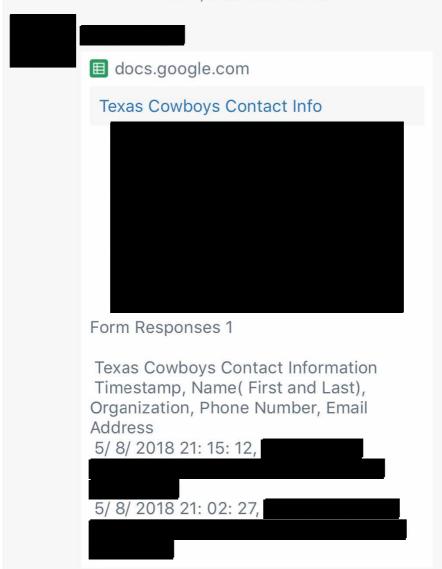








Oct 1, 2018 at 11:51 AM



Good morning, the above link contains the most updated contact list of this organization I could find including you guys. Feel free to reach out to anyone in that list as they would love to be there for you. These are dark times for our organization but I need you to understand that you 25 guys are my #1







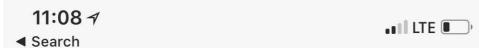


organization I could find including you guys. Feel free to reach out to anyone in that list as they would love to be there for you. These are dark times for our organization but I need you to understand that you 25 guys are my #1 priority. I am here for you always and will drop anything to help you get through this. Last night at was an incredible time. It reminded me that we are not alone in this and we have an organization ready to support one another. As Newman, it is important to understand this is what it means to be a Texas Cowboy.

The gear, the traditions, and the social aspect are small traits but what matters the most the ability us to care for one another, and be there for each other in times like these. It is critical you know that you have 75 other leaders on this campus who are here for you, but it is also important you are there for each other. This tragedy is for no one to take on alone and building strong bonds with your Newman brothers is what is needed to get through this. I love y'all and please let me know if you need anything: I AM HERE FOR YOU.

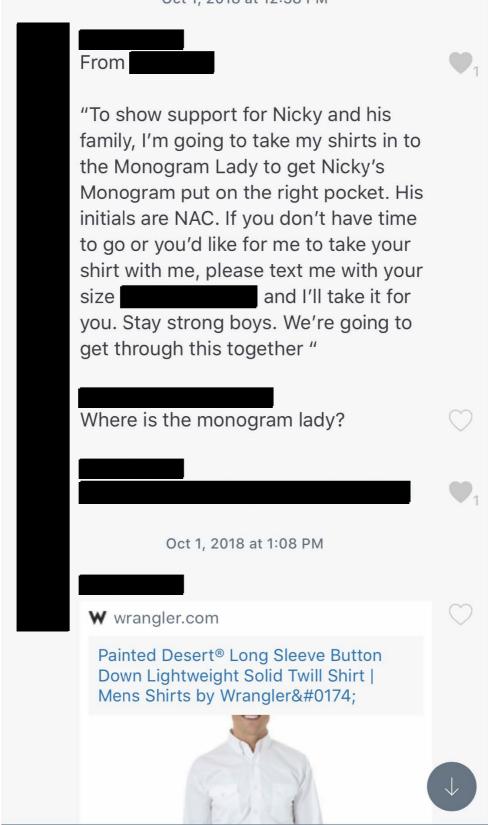








Oct 1, 2018 at 12:38 PM







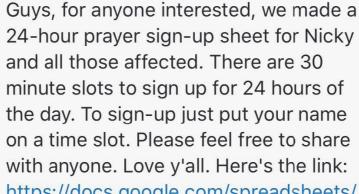






These are the shirts Newman traditionally wear. In addition, Newman wear whitewash jeans and cowboys boots. You're initials will go on the left side and if you want Nicky's initials, NAC, will go on the right. has L and XL on reserve at Cavenders on Lamar under his name which is first come first serve. I know it is a rough week for all of us but try to get a shirt and have it monogrammed by The Monogram lady (Tell her you are with Texas Cowboys) before OU. If anyone needs any help lmk.

Oct 1, 2018 at 1:42 PM

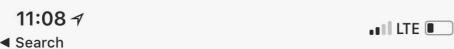


https://docs.google.com/spreadsheets/d/1v4R7oBT54O7-8dd1hl025pLSLt-sY8GGcqk64_xcKF4/edit?usp=sharing

Oct 2, 2018 at 1:22 PM











Oct 2, 2018 at 9:14 PM

I need the name of a Newman who can get me a hat tomorrow?

 \bigcirc

Oct 2, 2018 at 9:39 PM

ASAP

0

It's for Nicky

0

Oct 2, 2018 at 10:02 PM

I can do it. Any New Man is welcome to join me, I will be leaving at 8:30am. Must be back before 2pm.



Got it taken care of any of you however are free to join tomorrow if you have time

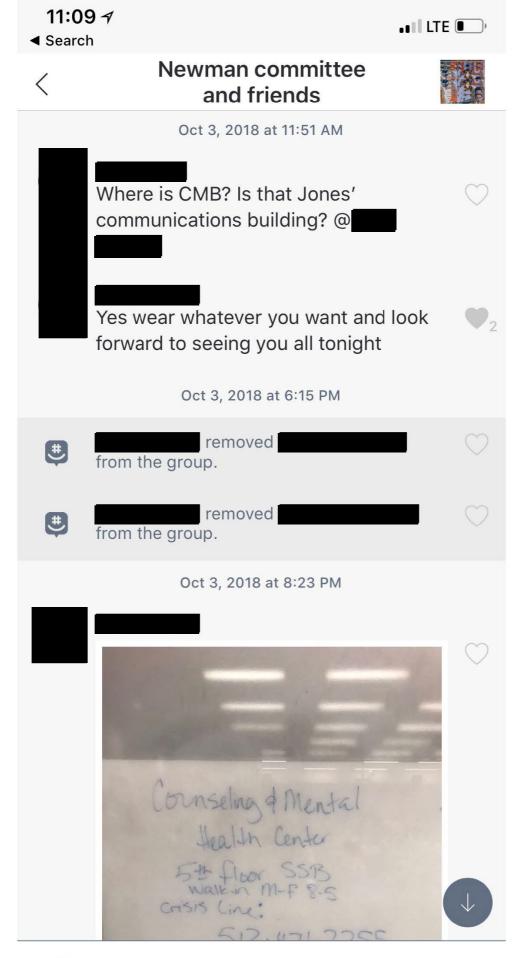


Oct 3, 2018 at 2:21 AM

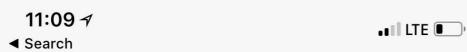
We have a Newman Meeting tomorrow at 7:30 in CMB 2.104. Need everyone to be there if you can. Let me know if y'all need anything

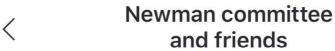




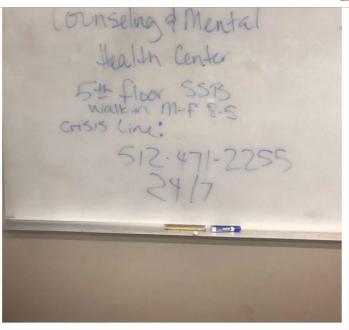


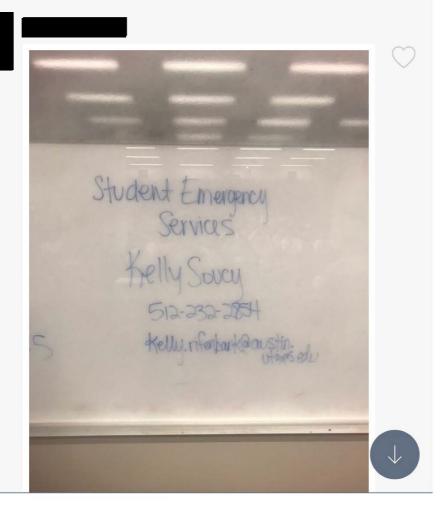




















Oct 4, 2018 at 8:31 AM

As I mentioned last night at meeting,
Athletics is asking for 10-15 of us at
College Game Day on Saturday
morning. They want us to stay from
roughly 8-10am, but any cowboy can
get in starting at 7am as long as you
show your ticket. The whole shindig will
be located at the Classic Corral corner of MLK JR Blvd and 1st Ave,
right by the ferris wheel at the State
Fair. Like this if you can commit to
going.

Honestly it isn't priority so don't feel like you need to leave your date or your organization for this

I'm assuming Newmen would need to be in full gear?

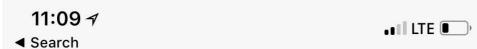
I'm not 100% sure but I actually don't think so

Oct 4, 2018 at 9:09 AM

I won't be there this weekend at all, we have qualifying this weekend for golf









Oct 4, 2018 at 1:14 PM

What is the Cowboys venmo?



Texas-Cowboys



And did they say there was a way we could email our previous GoFundMe donation to still get it matched?



yes email



with your gofundme receipt



Oct 4, 2018 at 1:58 PM

Last time I'm gonna mention it, text me if you are interested in going to college game day at the fair on Saturday morning. It's early as fuck, but it's not really service - they are just asking for us to be present. Horns by a million.

Oct 4, 2018 at 3:17 PM

What we be doin exactly









Sep 28, 2018 at 11:42 PM

You need to be at the Sammy house at 4 with all of the supplies for ranch. Your attire will be a white t shirt, whitewash jeans and boots. 6 if you will be driving and the rest will be piling in, trucks being a priority. Tomorrow is going to be a phenomenal day and we have a lot of great things planned for y'all. Text me if you have any issues



Also I need y'all to get as many lights as y'all can. Don't go buy flood lights but if you can rent them somewhere or borrow them from a frat it would be great.

Sep 29, 2018 at 1:12 PM

The old man I was going to get the gear from isn't answering. Can one of y'all help me find some?



Never mind, he just answered

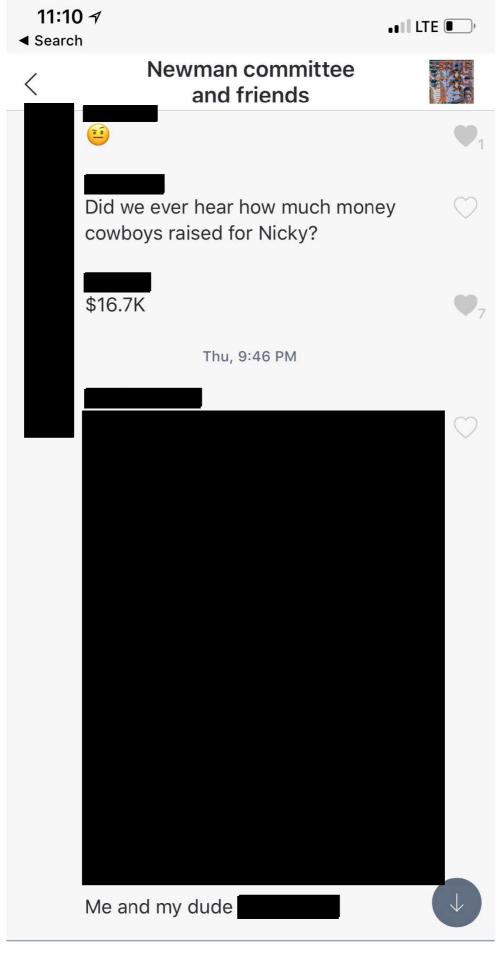


Also bring a sleeping bag.



Sen 29 2018 at 2:46 PM

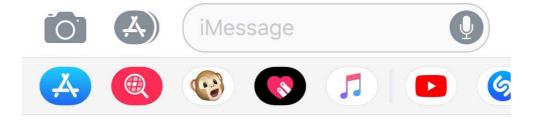


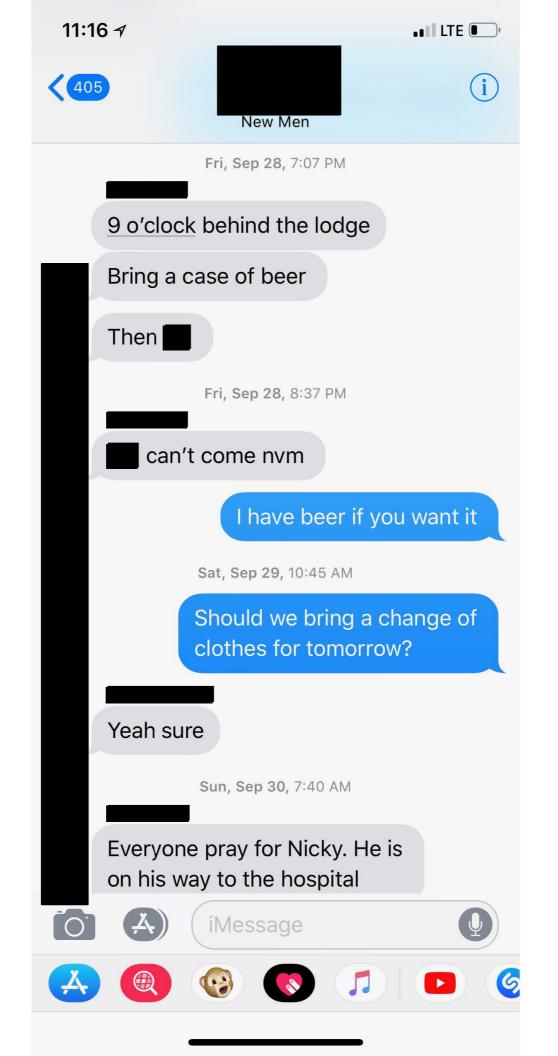




iMessage Sat, Sep 29, 8:32 PM

this is Italked to Daniel and we're good to come late to Genesis retreat (11:30ish). Not sure when y'all are leaving ranch but our bus will get back around 11. Worst case if y'all leave earlier you get some extra time to rest







Sun, Sep 30, 7:40 AM

Everyone pray for Nicky. He is on his way to the hospital

Sun, Sep 30, 9:30 AM

What happened?!

We got in a really bad car crash on the way back. Driver fell asleep for a split second at the wheel and swerved and flipped the car. We found nicky outside the car unconscious and unresponsive but he was breathing and had a pulse. He is being transferred to Baylor Scott and White hospital in Temple right now

Oh my god. We're y'all on your way back early this morning? Is







iMessage







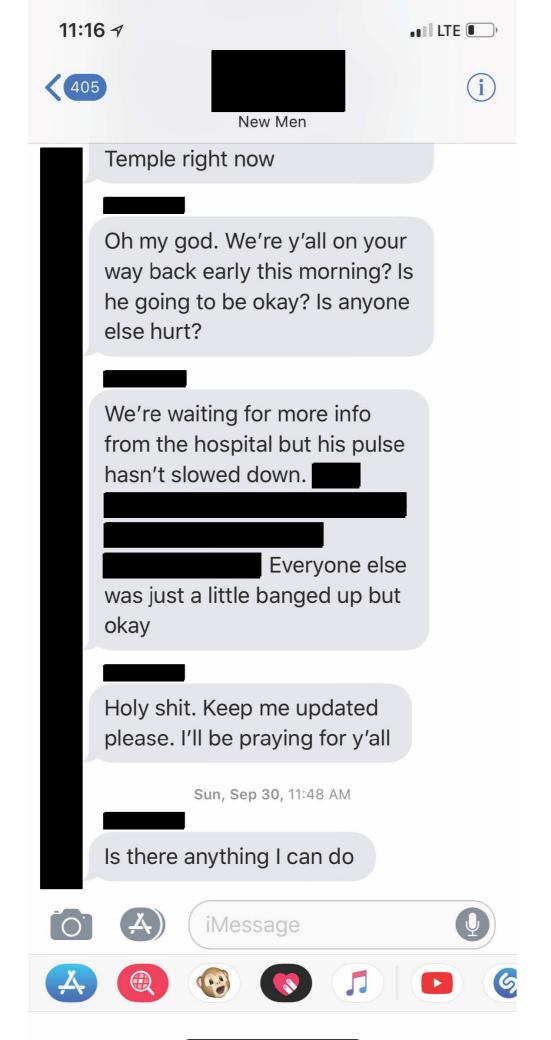


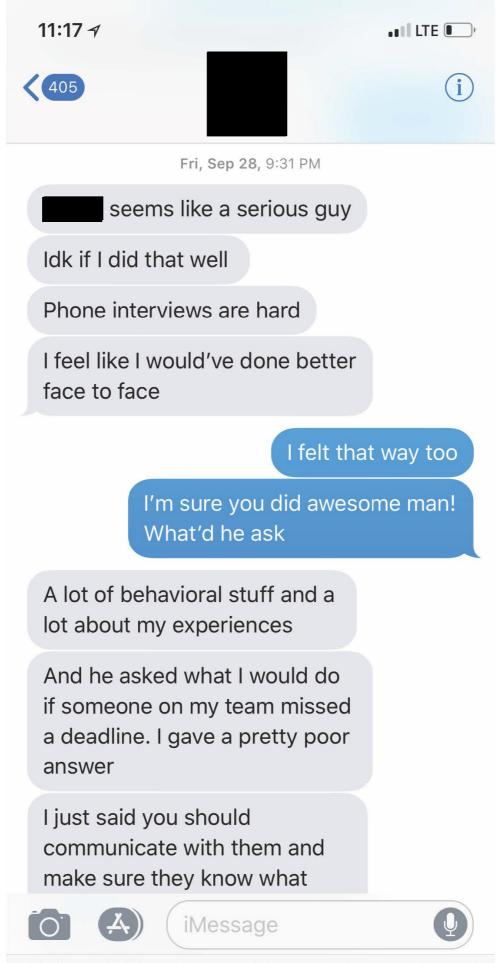
















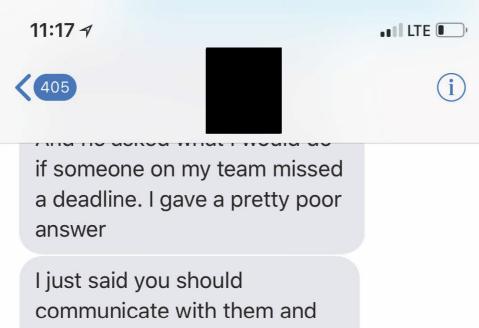












I just said you should communicate with them and make sure they know what caused them to miss it so they don't do it again

Sat, Sep 29, 11:47 AM

Hey man don't worry about it, that's a solid answer honestly. He just try's to stump you up

Sat, Sep 29, 7:03 PM



Btw genesis only took 14 out of 100 applicants, that's clutch

Delivered

Holy shit

That's insane





iMessage







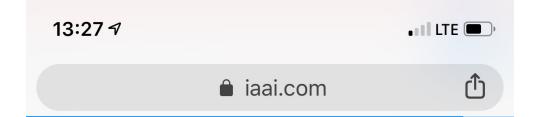








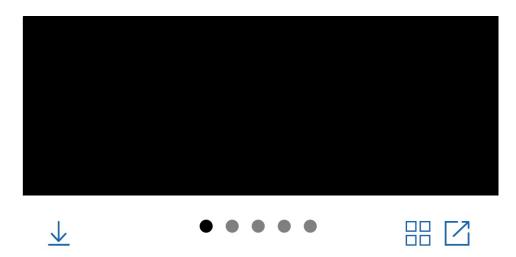




2017 GMC CANYON SLE

Stock#: 23566270

VIN:



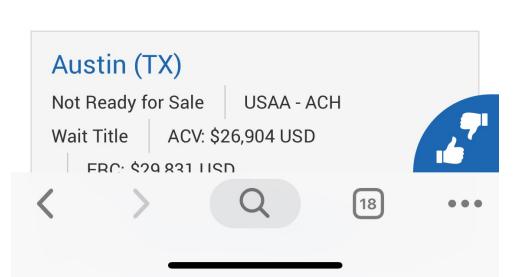
Auction not assigned



View More Bidding Information ✓

Collision Rollover Biohazard

Cannot Test Start, Key(s) Missing, Airbag(s) Deployed



iaai.com

View More Sale Information ✓

IAA Condition Details





Find parts now – over 15 million parts in stock

Loss: Collision

Primary Damage: Rollover

Secondary Damage: Biohazard

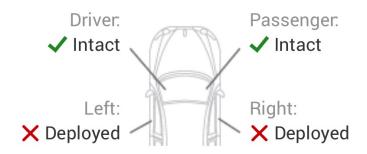
Odometer: Inoperable Digital Dash

Start Code: Cannot Test Start

Key: **Key(s) Missing**

Vehicle Wheels: Alloy Wheels

Airbags Checked:



- i Want to learn more about the condition of this vehicle?
 - View it in person prior to the sale during the auction preview window
 - Restrictions may apply, so please contact the branch to arrange a preview

VIN Details

?

(OK)

VIN (Status):

Vehicle: Automobile

Manufactured In: US

Body Style: Pickup 4 Door

Vehicle Class: 2WD Small Pickup Trucks

Model: CANYON

Series: SLE

Engine: 3.6L V6 FI DOHC 24V NF4

Fuel Type: Gasoline

Cylinders: 6 Cylinders

Restraint System: Du Ar Bgs Frnt Hd and

Sd/Act Blts/ w/Ato Pss Snsr

Transmission: Automatic Transmission

Drive Line Type: Rear Wheel Drive

Exterior/Interior: Black / Brown

Options: Radio

More VIN Details ☑





2017 GMC CANYON SLE

Stock#: 23566270

VIN:



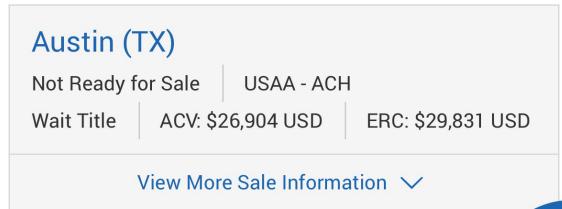
Auction not assigned



View More Bidding Information ✓

Collision Rollover Biohazard

Cannot Test Start, Key(s) Missing, Airbag(s) Deployed





IAA Condition Details





Find parts now – over 15 million parts in stock

Collision Loss:

Primary Damage: Rollover

Secondary Damage: Biohazard

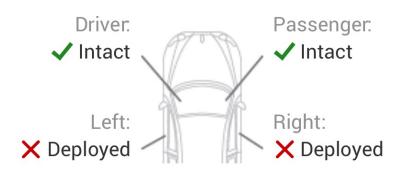
> Odometer: Inoperable Digital Dash

Start Code: **Cannot Test Start**

> Key(s) Missing Key:

Vehicle Wheels: Alloy Wheels

Airbags Checked:



- (i) Want to learn more about the condition of this vehicle?
 - View it in person prior to the sale during the auctior preview window
 - Restrictions may apply, so please contact the branch to arrange a preview
 - Can't go to the branch? Contact an inspector who



i Want to learn more about the condition of this vehicle?

- View it in person prior to the sale during the auction preview window
- Restrictions may apply, so please contact the branch to arrange a preview
- Can't go to the branch? Contact an inspector who can visit on your behalf
- Offsite vehicles are generally unavailable for inspection

VIN Details

VIN (Status):

Vehicle: Automobile

Manufactured In: US

Body Style: Pickup 4 Door

Vehicle Class: 2WD Small Pickup Trucks

Model: CANYON

Series: SLE

Engine: 3.6L V6 FI DOHC 24V NF4

Fuel Type: Gasoline

Cylinders: 6 Cylinders

Restraint System: Du Ar Bgs Frnt Hd and Sq



(OK)





VIN Details

?

VIN (Status):

(OK)

Vehicle: Automobile

Manufactured In: US

Body Style: Pickup 4 Door

Vehicle Class: 2WD Small Pickup Trucks

Model: CANYON

Series: SLE

Engine: 3.6L V6 FI DOHC 24V NF4

Fuel Type: Gasoline

Cylinders: 6 Cylinders

Restraint System: Du Ar Bgs Frnt Hd and Sd/Act

Blts/ w/Ato Pss Snsr

Transmission: Automatic Transmission

Drive Line Type: Rear Wheel Drive

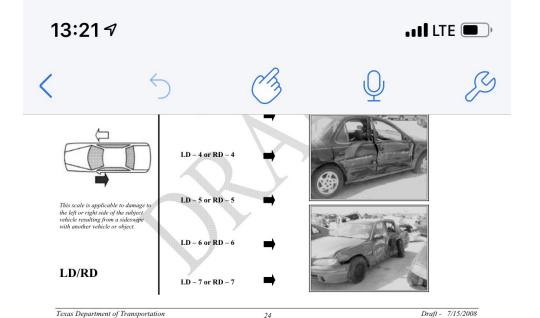
Exterior/Interior: Black / Brown

Options: Radio





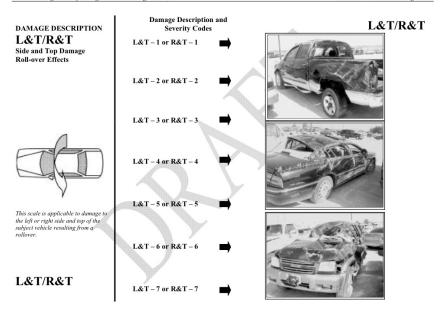




24

Vehicle Damage Guide for Traffic Crash Investigators

Section 5 — Vehicle Damage Scale



25

Vehicle Damage Guide for Traffic Crash Investigators

Texas Department of Transportation

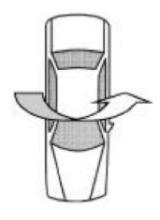
Section 5 — Vehicle Damage Scale

Draft - 7/15/2008

DAMAGE DESCRIPTION L&T/R&T

Side and Top Damage Roll-over Effects

3 - R&T - 6



This scale is applicable to damage to the left or right side and top of the subject vehicle resulting from a rollover.

L&T/R&T

Damage Description and Severity Codes

L&T-1 or R&T-1

L&T-2 or R&T-2

L&T-3 or R&T-3

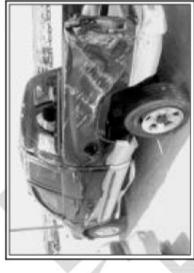
L&T - 4 or R&T - 4

L&T-5 or R&T-5

L&T-6 or R&T-6

L&T-7 or R&T-7

L&T/R&T







125 EAST 11TH STREET, AUSTIN, TEXAS 78701-2483 | 512.463.8588 | WWW.TXDOT.GOV

Fri, 12 October 2018

STATE OF TEXAS §

This is to certify that I, Jim Hollis, am employed by the Texas Department of Transportation (Department); that I am the Custodian of Motor Vehicle Crash Records for such Department; that the attached is a true and correct copy of the peace officer's report filed with the Department referred to in the attached request with the crash date of Sun, 30 September 20,18 which occurred in Lampasas County; that the investigations of motor vehicle crashes by peace officers are authorized by law, that this Texas Peace Officer's Crash Report is required by law to be completed and filed with this Department; that this report sets forth matters observed pursuant to duty imposed by law as to which matters there was a duty to report, or factual findings resulting from an investigation made pursuant to authority granted by law.

Jim Hollis Director, Crash Data & Analysis Section 125 East 11th Street Austin, Texas 78701-2483 1-844-274-7457



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Law Enforcement and TxDOT Use ONLY. Form CR-3 (Rev. 1/1/2018)

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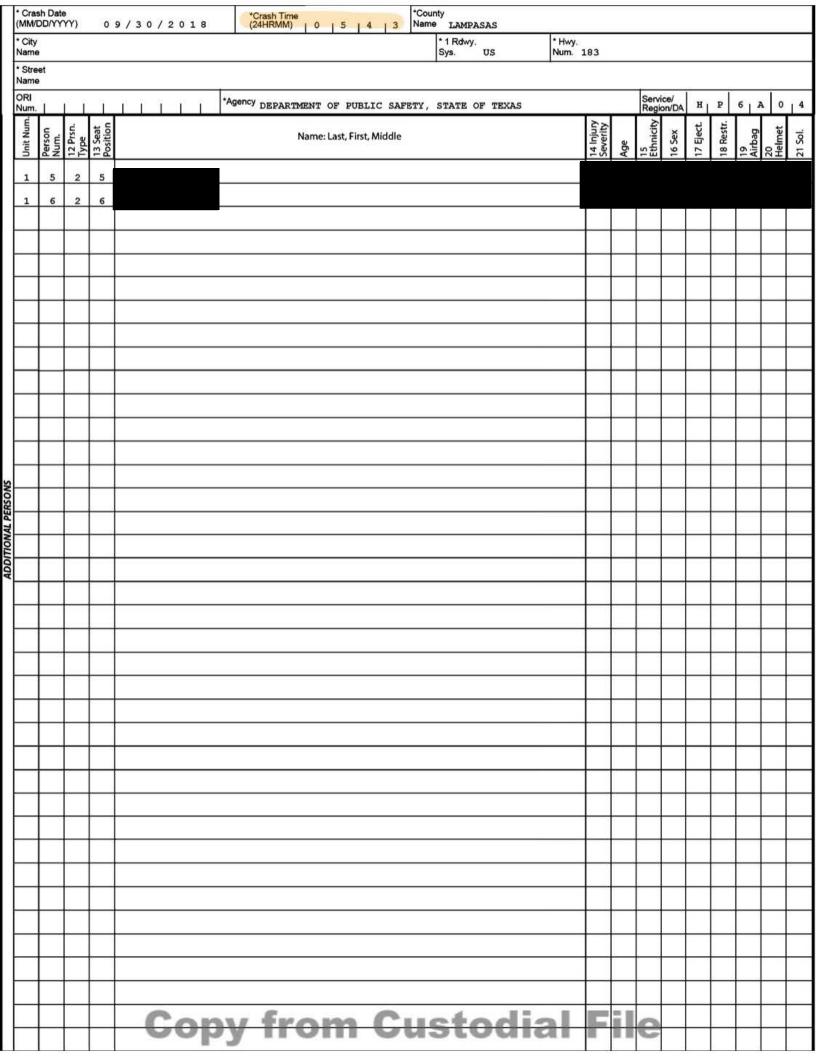
Case

16667680.1/2018466398

TxDOT Crash ID

Page 2 of 3

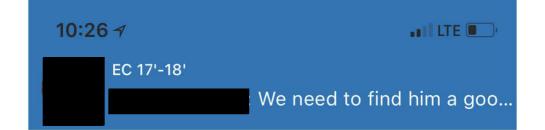
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ŀ	OITCH	THE ROADWAY TO THE RIGHT. UNIT 1 ENTERED INTO THE SOUTHBOUND BAR DITCH, WHICH CAUSED DRIVER 1 TO WAKE UP. DRIVER 1 STEERED TO THE LEFT AND RETURNED TO THE ROADWAY. DRIVER 1 STEERED RIGHT AND																	
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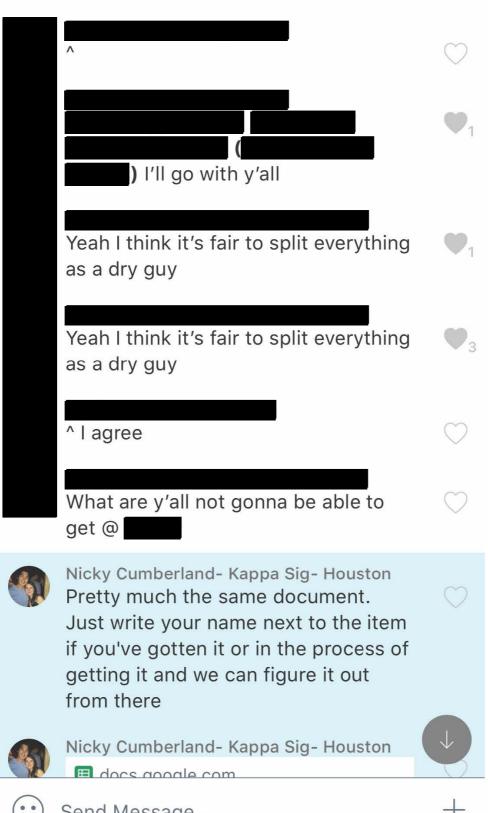
Texas Peace Officer's Crash Report - Code Sheet
Numbered Fields on the CR-3 Refer to the Numbered Lists on this Code Sheet. Each list
includes the codes that may be entered on the form and the description of each code.

	ides the codes that i					iption of each cod					2411 21110100	Form CR-3CS 1/1/2018	
IDENTIFICATION AND LOCATION	1. Roadway Sys IH = Interstate US = US Highway SH = State Highwa FM = Farm to Mark RR = Ranch Road RM = Ranch to Ma BI = Business Inter BU = Business US BS = Business Sta BF = Business FM SL = State Loop 5. Unit	ay ket irket rstate te	LR = Loca (Street, Ro	nate nty Road Road te Road reational Roal Road/Stree ad, Ave., Trl., Beach, /	t Alley,	3 = Entrance 4 = Exit/Off F 5 = Connecto	per Lane Frontage Road /On Ramp Ramp or/Flyover Explain in Narr	ative)	Direction Or Ref. N = Nort NE = No E = East SE = So S = Sout SW = So W = Wes NW = No	rtheast tutheast th outhwest st	4. Street Suffix RD = Road ST = Street DR = Drive AVE = Avenue BLVD = Boulevan PKWY = Parkway LN = Lane FWY = Freeway HWY = Highway WAY = Way TRL = Trail 9. Driver License	LOOP = Loop EXPY = Expressway CT = Court CIR = Circle d PL = Place	
	1 = Motor Vehicle			PNK = Pink PLE = Purpl RED = Red SIL = Silver TAN = Tan TEA = Teal TRQ = Turqi (blue) WHI = White YEL = Yellor 98 = Other (Explain in Narrative) 99 = Unknow	e (green) uoise e	P2 = Passenger 2-Door P4 = Passenger 4-Door PK = Pickup AM = Ambulance BU = Bus SB = Yellow Sch	= Passenger Car, Door			priver License Commercial ver Lic. Occupational ID Card Unlicensed = Other = Unknown	Class A = Class A AM = Class A and M B = Class B BM = Class B and M C = Class C CM = Class C and M M = Class M 5 = Unlicensed 98 = Other/Out of State 99 = Unknown	License Endorsements H = Hazardous Materials N = Tank Vehicle P = Passenger S = School Bus T = Double/Triple Trailer X = Tank Vehicle with Hazardous Materials 5 = Unlicensed 96 = None 98 = Other/Out of State 99 = Unknown	
VEHICLE, DRIVER, AND PERSONS	11. Driver License Restrictions A = With corrective lenses B = LOFS 21 or over C = Daytime driving only D = Speed not to exceed 45 mph E = No manual transmission equipped CMV F = Must hold valid learner lic. to MM/DD/YY G = TRC 545.424 applies until MM/DD/YY H = Vehicle not to exceed 26,000 lbs GVWR I = MC not to exceed 250cc J = Licensed MC operator 21 or over in sight K = Intrastate only L = No air brake equipped CMV M = No Class A passenger vehicle N = No Class A passenger vehicle N = No Class A passenger vehicle O = No tractor-trailer CMV Q = LOFS 21 or over vehicle above Class B R = LOFS 21 or over vehicle above Class C S = Outside rearview mirror or hearing aid T = Automatic transmission 12. Person Type 13. Seat 1 = Driver 2 = Passenger/Occupant 1 = Front 2 = Front					10 11 13 14 15 Left 16 16 Center 16 16 Right or 16 Right or 17 Right or 18 Rig	tank vehicle limb waiver rec quipped CMV 545.424 until MM hool ool or LOFS 21 LOFS 21 or even or LOFS 21 or even r bus only er school bus of sed 26,000 lbs Vs restrict to C er in veh equip	uired //DD/YY or over er over enly GVWR lass C only w/airbrake h authorize hicle in Bus Pedalcycli oveyance	ed	P16 = If CMV, P17 = If CMV, P18 = If CMV, P29 = If CMV, P20 = If CMV, P21 = If CMV, P23 = If CMV, P24 = If CMV, P25 = If CMV, P26 = If CMV, P27 = HME IF CMV, P27 = HME IF CMV, P28 = FRSI (IF CMV, P30 = FRSI (IF CMV, P31 = Class P32 = Other P33 = No par, P35 = Restrict P36 = Mopeo P37 = Occ/E P38 = Applici P30 = Vehicle P40 = Vehicle	P33 = No passengers in CMV bus P34 = No express or highway driving P35 = Restricted to operation of three-wheeled MC P36 = Moped P37 = Occ/Essent need DL-no CMV-see court ordr P38 = Applicable vehicle devices P39 = Ignition Interlock required P40 = Vehicle not to exceed Class C 5 = Unlicensed 96 = None		
VE	14. Injury Severity A = Suspected Serious Injury B = Non-Incapacitating Injury C = Possible Injury K = Killed N = Not Injured 99 = Unknown 99 = Unknown 20. Helmet Use 1 = Not Worn 2 = Worn, Damaged 3 = Worn, Not Damaged 4 = Worn, Unk. Damage			nic Indian/Alaska r nown sitation	n Native	16. Sex 1 = Male 2 = Female 99 = Unknown cohol Speciments authorized	17. Ejected			18. Restraint Used 1 = Shoulder and Lap Belt 2 = Shoulder Belt Only 3 = Lap Belt Only 4 = Child Seat, Facing Forward 5 = Child Seat, Unknown 7 = Child Booster Seat 19. Airbag 1 = Not Deployed, Explain 19. Not Poployed, Sign of the Company of th			
	The state of the s					26. Financial Responsibility 1 = Liability Insur 2 = Proof of Liab 3 = Insurance Bit 4 = Surety Bond 5 = Certificate of Comptroller 6 = Certificate of County Judge 7 = Certificate of	y Type rance Policy ility Insurance nder Deposit with	code), and Y is the Damage Severity (0-7). In special cases, use: VB-1 = vehicle burned, NOT due to collision VB-7 = vehicle catches fire due to the collision TP-0 = top damage only VX-0 = undercarriage damage only MC-1 = motorcycle, moped, scooter, etc. NA = Not Applicable (Farm Tractor, etc.) LET 9 87654					

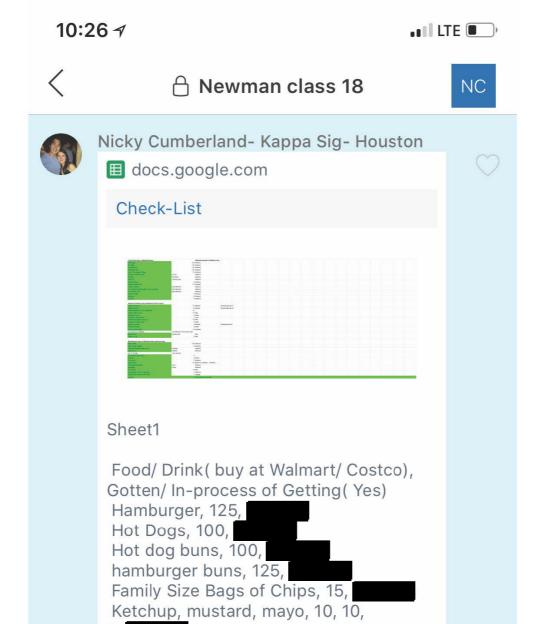
Nur	tas Peace Officer's Crash Report - mbered Fields on the CR-3 Refer to the udes the codes that may be entered of	ne Numbered Lists on this C				Law Enforcemen	Page 2 of ant and TxDOT Use ONLY Form CR-3CS 1/1/201			
OR VEHICLE	1 = Interstate Commerce 2 = Intrastate Commerce 3 = Not in Commerce 3 = IC 4 = Government 96 = N	C/MC	30. Vehicle Type 1 = Passenger Car 2 = Light Truck 3 = Bus (9-15) 4 = Bus (>15) 5 = Single Unit Truck 2 Axles 6 6 = Single Unit Truck 3 or Mon 7 = Truck Trailer 8 = Truck Tractor (Bobtail) 9 = Tractor/Semi Trailer 10 = Tractor/Ouble Trailer 11 = Tractor/Triple Trailer 98 = Other (Explain in Narrativ 99 = Unknown Heavy Truck	Axles	31. Bus Type 0 = Not a Bus 1 = School Bus (Public or Private) 2 = Transit 3 = Intercity 4 = Charter 5 = Other 6 = Shuttle 9 = Not Reported/ Unknown	nic Peroxides Infectious Substances Is				
COMMERCIAL MOTOR VEHICLE	2 = Bus (>15) 9 = Garba 3 = Van/Enclosed Box 10 = Grai 4 = Cargo Tank 11 = Pole 5 = Flatbed 13 = Inter 6 = Dump 14 = Logo 7 = Concrete Mixer	age Refuse 97 = Not in Chips Gravel 98 = Othe e rmodal	icle Towing Another Vehicle Applicable er (Explain in Narrative)	1 = Full 2 = Ser	ailer Type I Trailer mi-Trailer e Trailer					
	35. Sequence of Events 1 = Non-Collision: Ran Off Road 2 = Non-Collision: Jackknife 3 = Non-Collision: Overturn Rollover 4 = Non-Collision: Downhill Runawa 5 = Non-Collision: Cargo Loss Or St 6 = Non-Collision: Explosion Or Fire 7 = Non-Collision: Separation of Uni 8 = Non-Collision: Cross Median/Ce	10 = Non-Collis r 11 = Non-Collis r 12 = Collision Ir nift 13 = Collision Ir 14 = Collision Ir 15 = Collision Ir	on: Unknown volving Pedestrian volving Motor Vehicle in Transp volving Parked Motor Vehicle	18 19 20 ort 21	= Collision Involving Ar = Collision Involving Fi = Collision With Work 2 = Collision With Other = Collision With Unkno = Other (Explain in Nar	xed Object Zone Maintenance Equip Movable Object wn Movable Object	ment			
AND CONDITIONS	36. Factors and Conditions 1 = Animal on Road - Domestic 2 = Animal on Road - Wild 3 = Backed without Safety 4 = Changed Lane when Unsafe 14 = Disabled in Traffic Lane 15 = Disregard Stop and Go Signal 16 = Disregard Stop Sign or Light 17 = Disregard Turn Marks at Inters 18 = Disregard Warning Sign at Cor 19 = Distraction in Vehicle 20 = Driver Inattention 21 = Drove Without Headlights 22 = Failed to Control Speed 23 = Failed to Drive ir Single Lane 24 = Failed to Give Half of Roadway 25 = Failed to Heed Warning Sign 26 = Failed to Pass to Right Safely 27 = Failed to Signal or Gave Wrong 29 = Failed to Stop at Proper Place 30 = Failed to Stop for School Bus 31 = Failed to Stop for Train 32 = Failed to Yield ROW - Emerge	34 = Fa 35 = Fa 36 = Fa 37 = Fa 38 = Fa 39 = Fa 40 = Fa 41 = Fa 42 = Fii 43 = Fic 44 = Fc 45 = Ha 46 = Ha 47 = III 48 = Im 49 = Im 50 = Lo 51 = Or 52 = Or 53 = Or 54 = Fa	iled to Yield ROW – Open Intersiled to Yield ROW – Private Drivilled to Yield ROW – Stop Signilled to Yield ROW – To Pedestrilled to Yield ROW – Turning Lefiled to Yield ROW – Turning Lefiled to Yield ROW – Turn on Reiled to Yield ROW – Yield Signitigued or Asleepulty Evasive Action e in Vehicle Peing or Evading Police Illowed Too Closely and Been Drinking Indicapped Driver (Explain in Narrative) paired Visibility (Explain in Narrative) paired Visibility (Explain in Narrative) eneed Door Into Traffic Lane Persized Vehicle or Load Irertake and Pass Insufficient Clerked and Failed to Set Brakes Irked in Traffic Lane	e an i i i trative)	57 = Passed in No Passing Lane 58 = Passed on Right Shoulder 59 = Pedestrian FTYROW to Vehicle 60 = Unsafe Speed 61 = Speeding – (Over Limit) 62 = Taking Medication (Explain in Narrative) 63 = Turned Improperly – Cut Corner on Left 64 = Turned Improperly – Wide Right 65 = Turned Improperly – Wrong Lane 66 = Turned when Unsafe 67 = Under Influence – Alcohol 68 = Under Influence – Drug rative) 69 = Wrong Side – Approach or Intersection 70 = Wrong Side – Not Passing ive) 71 = Wrong Way – One Way Road 73 = Road Rage 74 = Cell/Mobile Device Use - Talking 75 = Cell/Mobile Device Use - Texting 76 = Cell/Mobile Device Use - Other					
FACTORS AN	37. Vehicle Defects 5 = Defective or No Headlamps 6 = Defective or No Stop Lamps 7 = Defective or No Tail Lamps 8 = Defective or No Turn Signal Lam 9 = Defective or No Trailer Brakes 10 = Defective or No Vehicle Brakes 11 = Defective or No Mechanism 12 = Defective or Stock Tires 13 = Defective Trailer Hitch 98 = Other (Explain in Narrative)	1 = Clear 2 = Cloudy 3 = Rain 4 = Sleet/H. 5 = Snow 6 = Fog 7 = Blowing 8 = Severe	ail Sand/Snow Crosswinds (Explain in Narrative)	1 = Daylig 2 = Dark, 3 = Dark, 4 = Dark, 5 = Dawn 6 = Dusk	Not Lighted Lighted Unknown Lighting er (Explain in Narrative)	2 = Three E 3 = Three E 4 = Four En 5 = Five En 6 = Six Ente 7 = Traffic C 8 = Cloverle 9/ = Not Ap	40. Entering Roads 2 = Three Entering Roads – T 3 = Three Entering Roads – Y 4 = Four Entering Roads 5 = Five Entering Roads 6 = Six Entering Roads 7 = Traffic Circle 8 = Cloverleaf 9/ = Not Applicable 98 = Other (Explain in Narrative)			
	41. Roadway Type 1 = Two-Way, Not Divided 2 = Two-Way, Divided, Unprotected Median 3 = Two-Way, Divided, Protected Median 4 = One-Way 98 = Other (Explain in Narrative)	42. Roadway Alignme 1 = Straight, Level 2 = Straight, Grade 3 = Straight, Hillcrest 4 = Curve, Level 5 = Curve, Grade 6 = Curve, Hillcrest 98 = Other (Explain in Nar 99 = Unknown	1 = Dry 2 = Wet 3 = Standing Water 4 = Snow 5 = Slush 6 = Ice		44. Traffic Control 2 = Inoperative (Expla 3 = Officer 4 = Flagman 5 = Signal Light 6 = Flashing Red Ligh 7 = Flashing Yellow Li 8 = Stop Sign 9 = Yield Sign 10 = Warning Sign	in in Narrative) 12 = No 13 = RR 15 = Cru 16 = Bit t 17 = Ma ght 18 = Sig Running 96 = No	e Lane <mark>rked Lanes</mark> nal Light With Red Light Camera			



Sep 28, 2018 at 5:34 PM

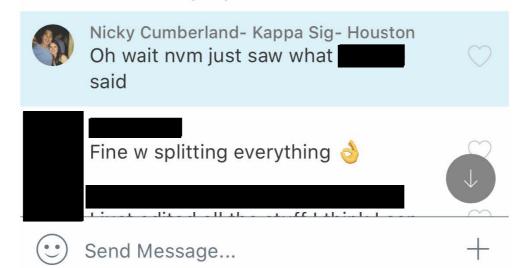


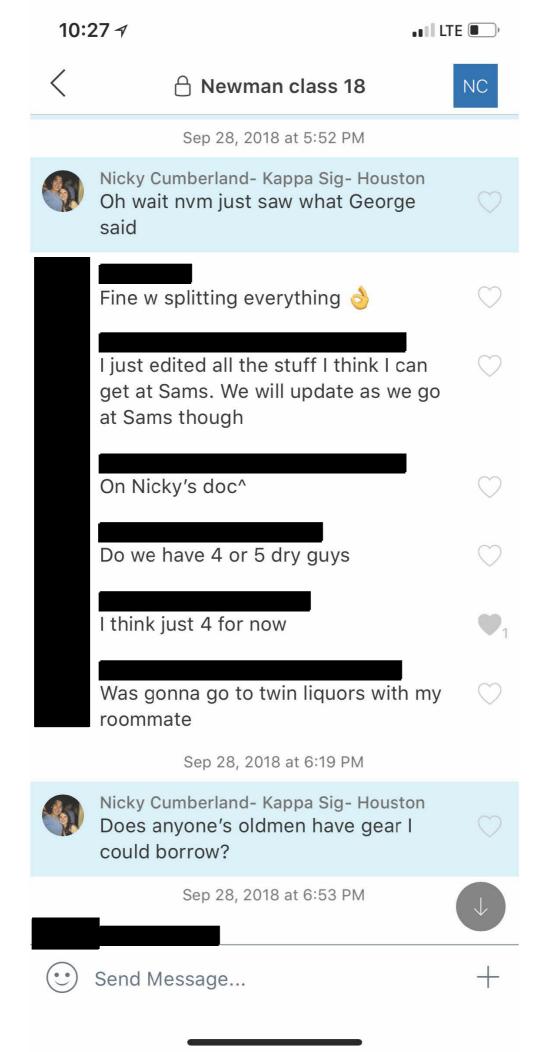




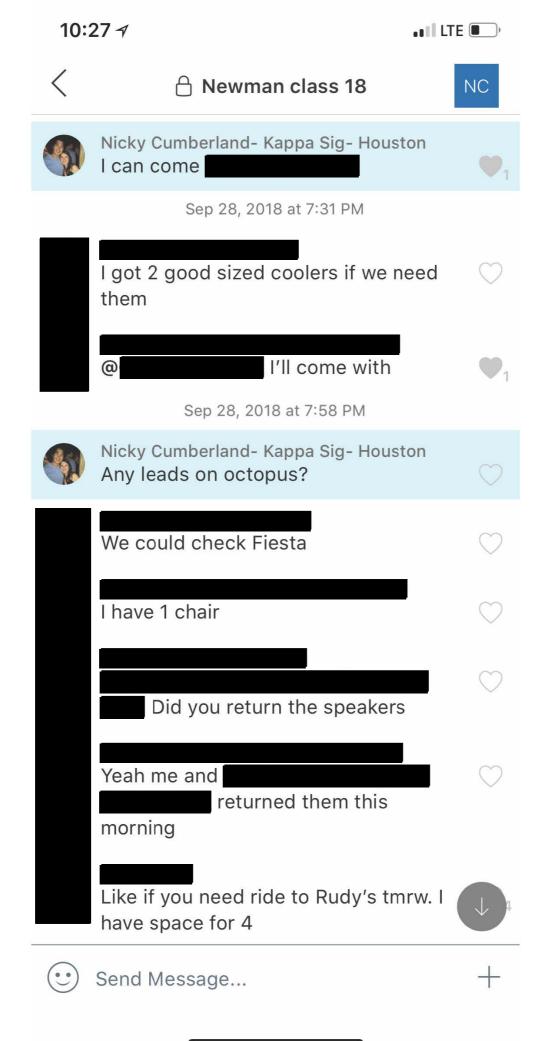
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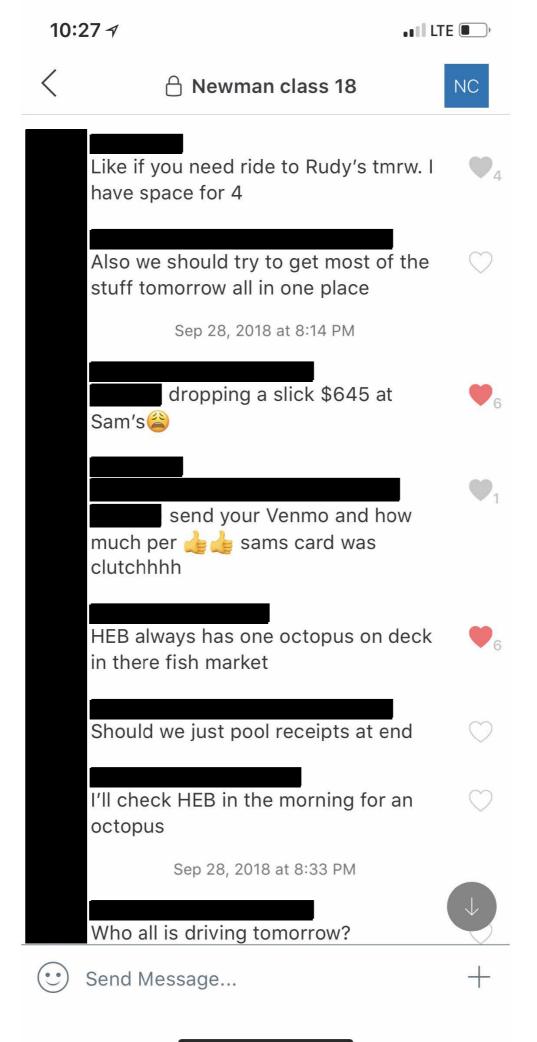
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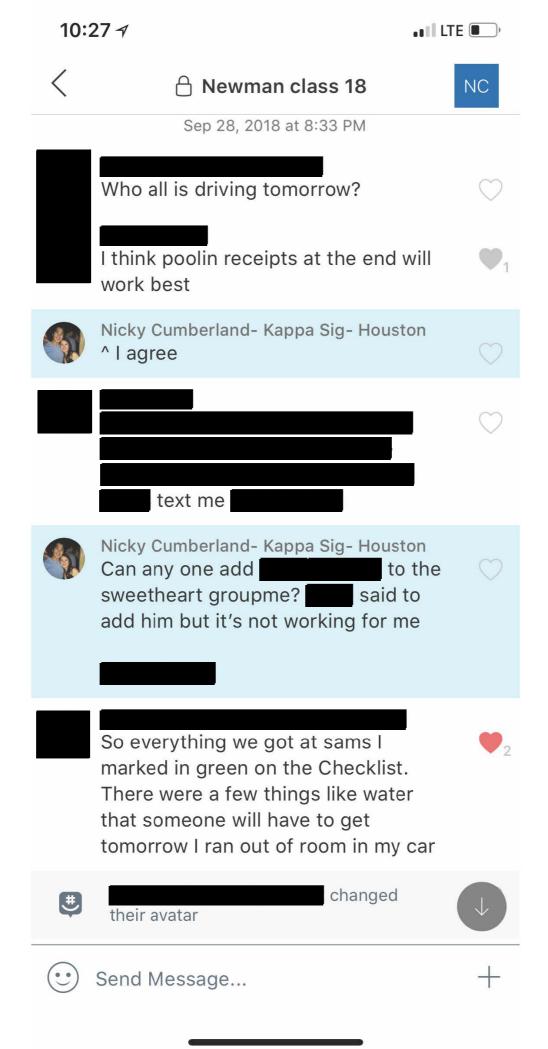


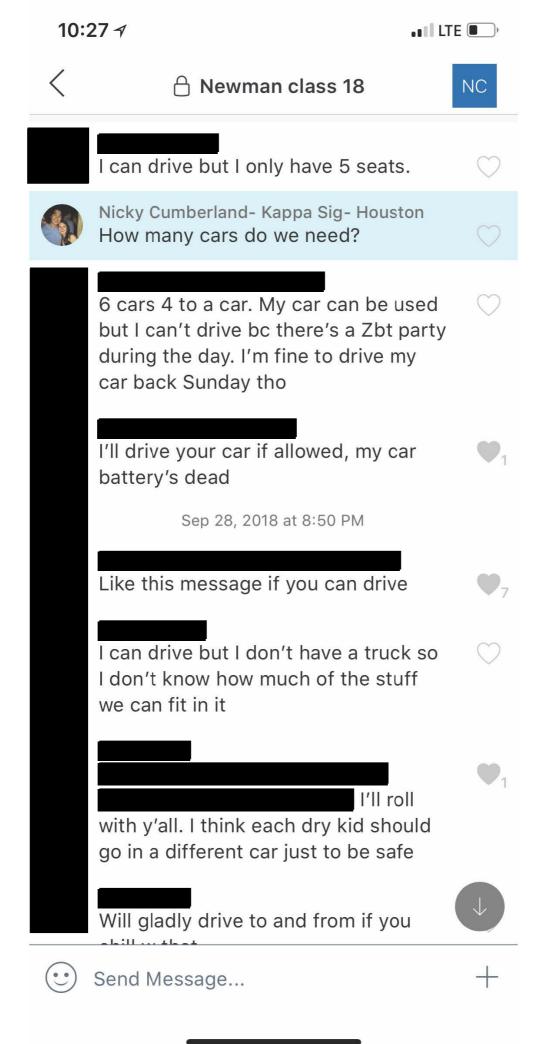


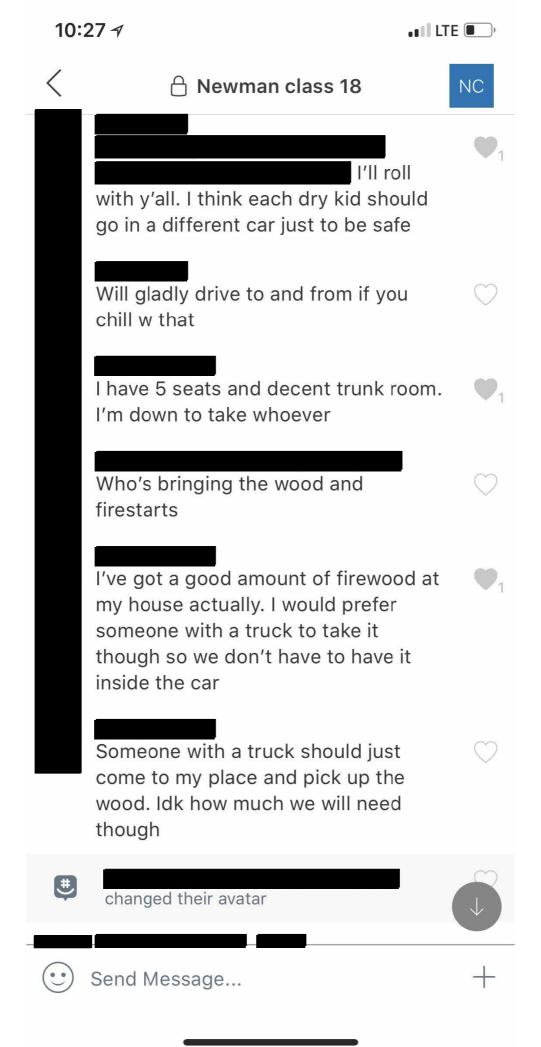


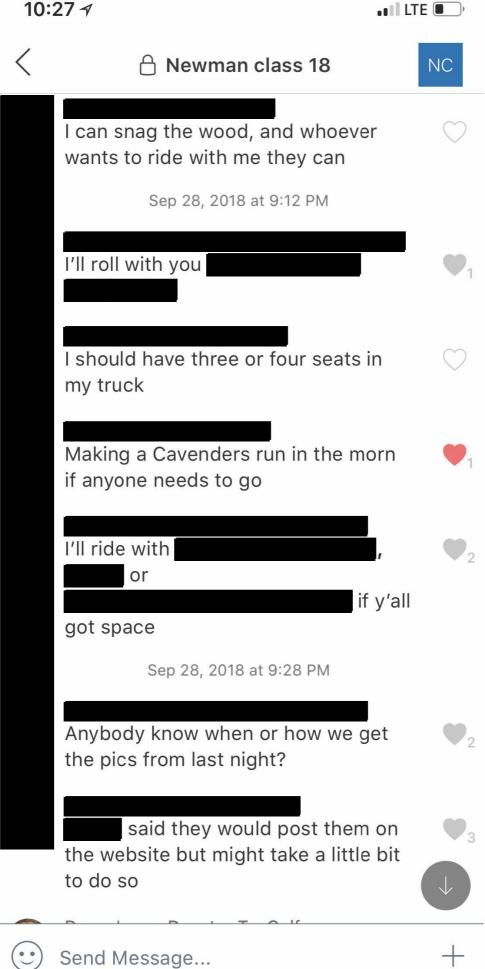


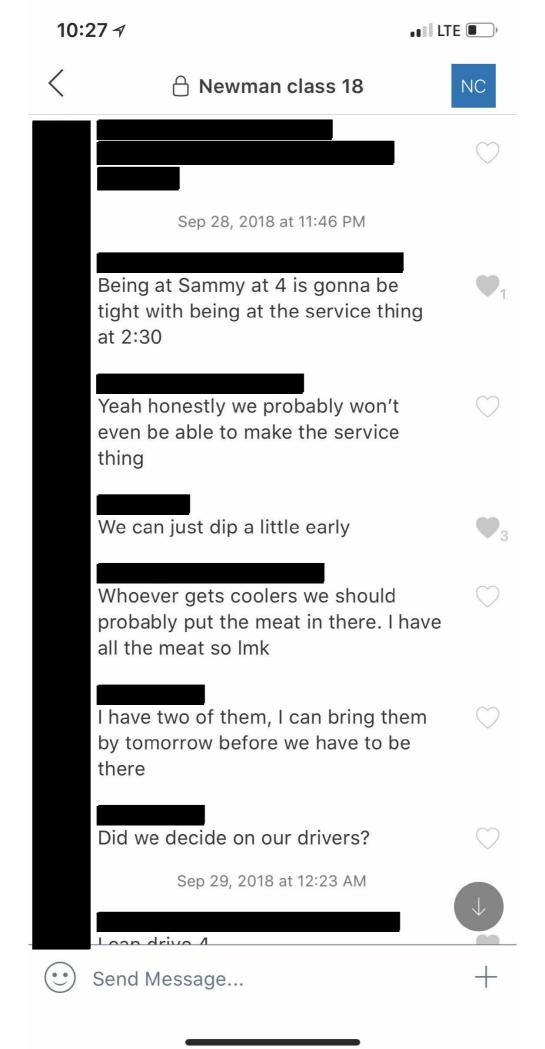


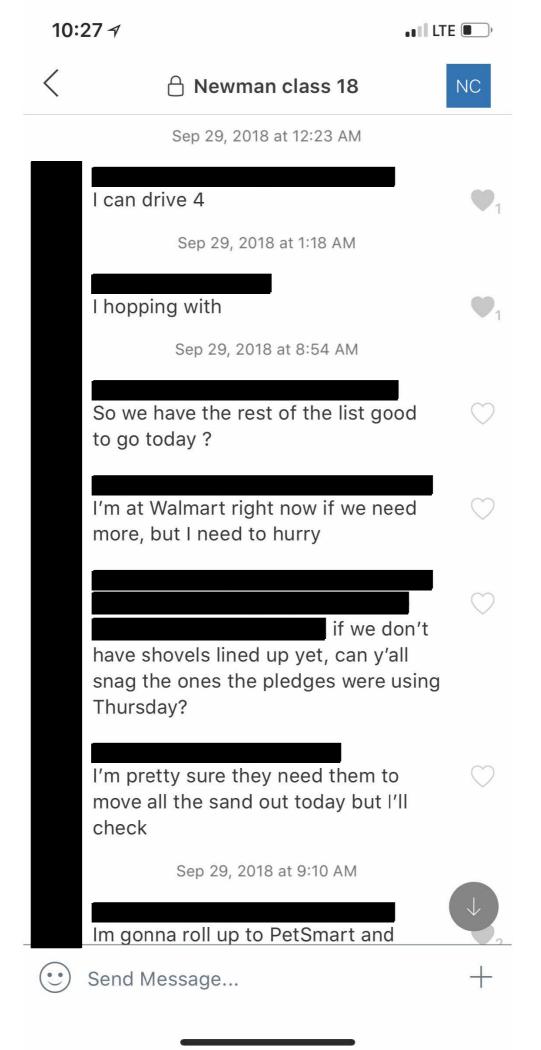


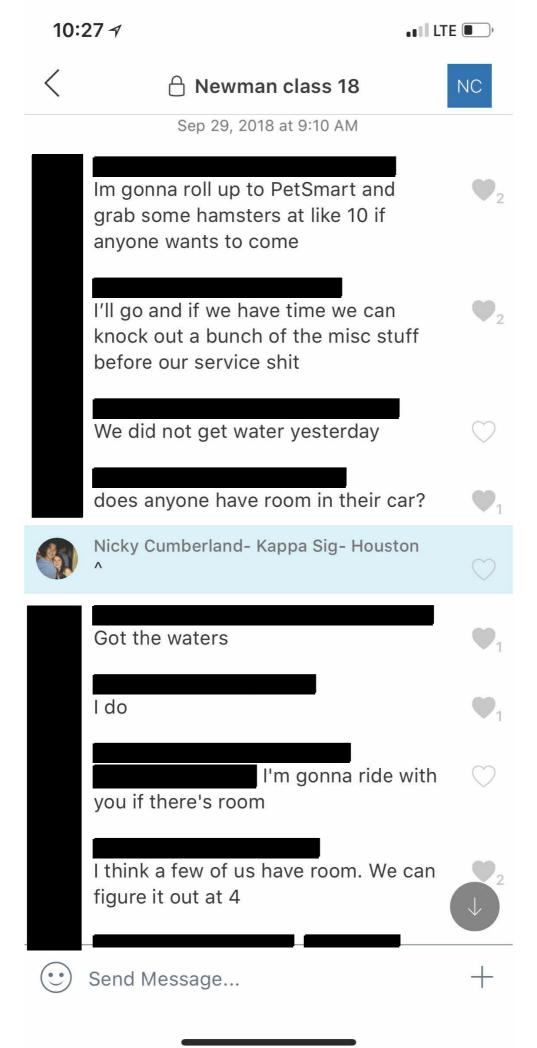


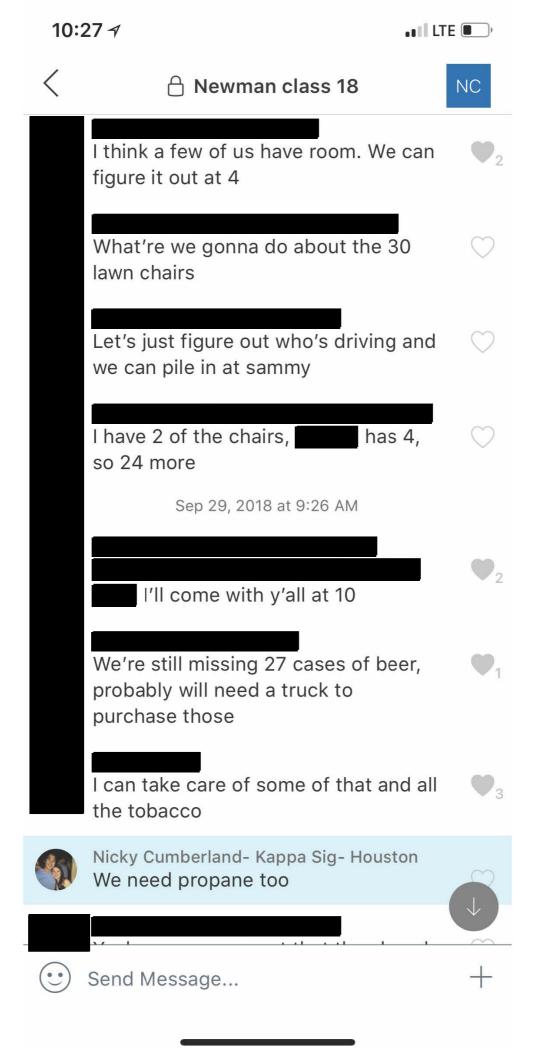


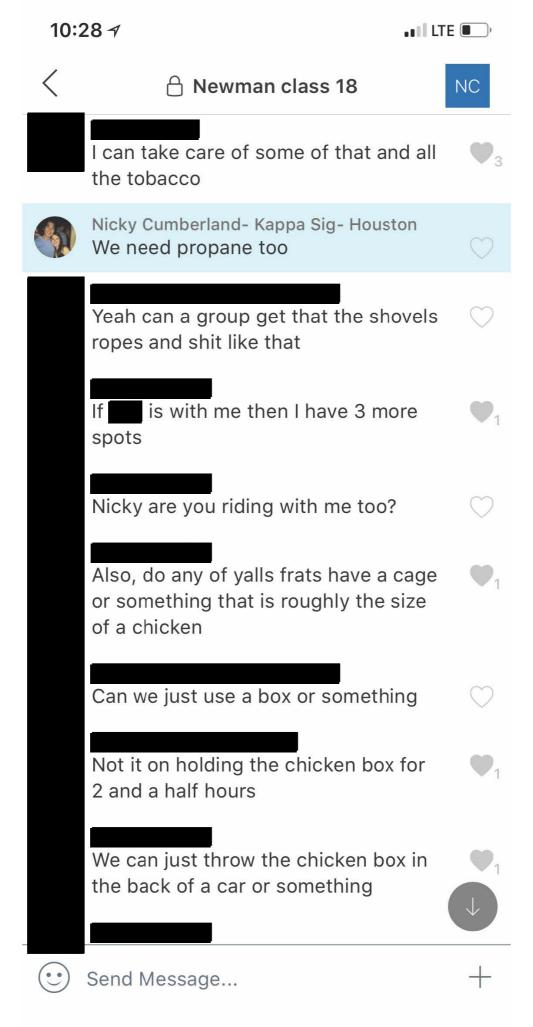


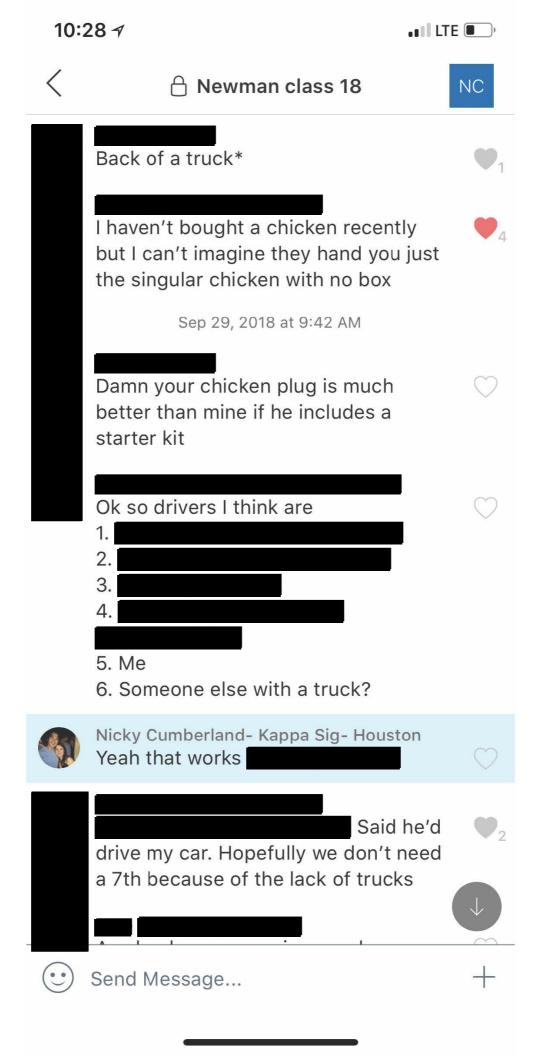


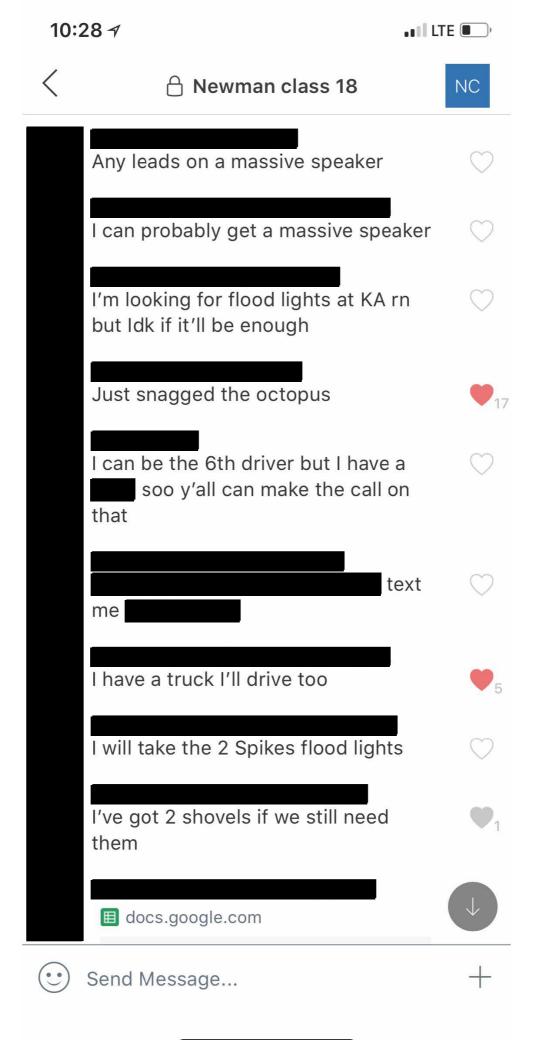


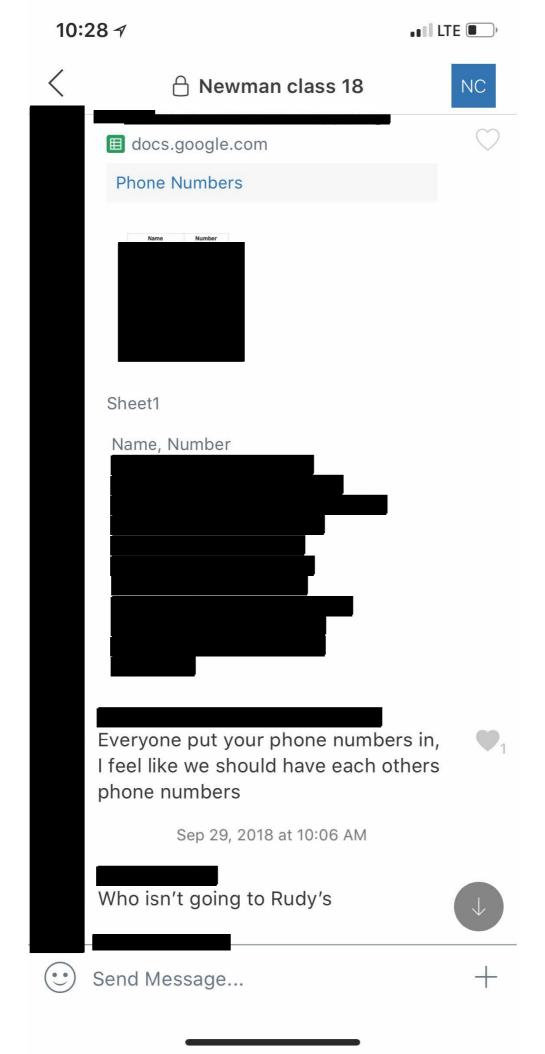












Subject: Authorization Release Form Submitted

Date: Wednesday, January 30, 2019 at 2:49:37 PM Central Standard Time **From:** Student Conduct and Academic Integrity Authorization Release Form

To: Student Conduct

An Authorization Release Form has been submitted.

request and authorize the Office of the Dean of Students at The University of Texas at Austin, or any of its representatives, to release any information, opinions, documents, and/or records regarding my disciplinary matter(s) to the following: **Randy Leavitt**

Submitted: 01/30/2019 at 02:49 p.m.

Would you like Student Conduct and Academic Integrity to contact the person named in the release? Yes

Authorized party's phone number: 5124764475

Authorized party's email address:

What is your relationship to the authorized party? Attorney

My email address:

My phone number:

This document was submitted using my EID and password.

THE CONTRACTOR OF THE ASSOCIATION OF THE ASSOCIATIO

OFFICE OF THE DEAN OF STUDENTS

100 West Dean Keeton Street A5800 • Austin, TX 78712 • (512) 471-5017 • FAX (512) 471-7833 deanofstudents.utexas.edu • deanofstudents@austin.utexas.edu

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Recital

As part of pending student disciplinary matters being brown Students, certain information that would otherwise be confifred for questioning and obtaining information related to this mat has been identified as a person with knowledge of relevant questioning.	dential has been identified as material tter.
When acting as a witness,	
Acknowledgement	
Because of the confidential nature of the information as we of this investigation, acknowledge a	owledges that they are required to keep wn to them at any student disciplinary
Student Signature	Date
University Representative Signature	12/7/18 Date

Subject: Re: Meeting Reschedule Follow Up Wednesday, February 20, 2019 at 4:48:10 PM Central Standard Time From: Campbell, Whitney To: BCC: Goodwin, Katharine J Hi The meeting for this Friday, February 22 will be postponed to a later date, our office will reach out in the next week or two with new proposed dates. If you have additional questions, please feel free to call or email. Best, Whitney WHITNEY CAMPBELL, Administrative Associate The University of Texas at Austin | Student Conduct & Academic Integrity in the Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu/conduct On 2/20/19, 4:40 PM, wrote: Hi Whitney, I just wanted to confirm in writing to disregard that 8am confirmation and confirm that we're pushing the meeting back to after my Thanks! > On Feb 20, 2019, at 4:18 PM, Campbell, Whitney < Whitney.Campbell@austin.utexas.edu > wrote: > Hi > I apologize for the delay in getting back with you, I just confirmed that we can make 2/22 @ 8 a.m. work. I will send a new confirmation email with the date and time. To confirm, Randy Leavitt be attending as well, correct? > Best, > Whitney > WHITNEY CAMPBELL, Administrative Associate > The University of Texas at Austin | Student Conduct & Academic Integrity in the Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu/conduct > > > On 2/20/19, 3:57 PM, wrote: Hi Whitney, > I am so sorry to keep bothering you; however, I wanted to see if you have heard back from the legal

representative about rescheduling my meeting to 8am on Friday. The reason I keep reaching out is because if it does get rescheduled then I need to plan accordingly so I can head to Austin tomorrow after work. Please let me know

what the latest update is before your office closes.

- > Thank you and sorry again!
- > > >

Subject: Re: Summons Notification

Date: Friday, January 25, 2019 at 2:56:57 PM Central Standard Time

From:

To: Student Conduct

I don't have my personal laptop with me at work, so I'll have to get back to you on that. Is that okay? I'm sorry this has been a mess, it's hard handling all of this personal stuff at work...

Thanks!

Sent from my iPhone

On Jan 25, 2019, at 2:42 PM, Student Conduct < studentconduct@austin.utexas.edu wrote:

I will send you a confirmation email, what Skype name should we use to call?

--

WHITNEY CAMPBELL, Administrative Associate

The University of Texas at Austin | Student Conduct & Academic Integrity in the Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu/conduct

From:

Date: Friday, January 25, 2019 at 2:40 PM

To: Student Conduct < studentconduct@austin.utexas.edu >

Subject: Re: Summons Notification

Whitney,

Skype works great!

Thank you,



On Jan 25, 2019, at 1:40 PM, Student Conduct < studentconduct@austin.utexas.edu wrote:



Yes, we can schedule a phone or Skype meeting for Friday, February 1, 2019 at 12 p.m. Which method would you prefer?

Best,

Whitney

--

WHITNEY CAMPBELL, Administrative Associate

The University of Texas at Austin | Student Conduct & Academic Integrity in the Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu/conduct

Prom: Date: Friday, January 25, 2019 at 1:31 PM To: Student Conduct < studentconduct@austin.utexas.edu > Subject: Re: Summons Notification
Hi,
We spoke over the phone about possibly scheduling a meeting during 12-1 because I am currently I light the schedule and won't be able to do next week besides Friday because of trainings on Monday and Tuesday, and meetings with our client on Wednesday and Thursday. Would next Friday be available as an option?
Again I'm so sorry for this not being ideal for scheduling and hope we can figure something out.
Thank you!
On Jan 24, 2019, at 2:34 PM, <u>studentconduct@austin.utexas.edu</u> wrote:
Image removed by sender.
?
Dear
Vou have received an important massage from Student Conduct and

You have received an important message from Student Conduct and Academic Integrity in the Office of the Dean of Students regarding your role in alleged violations of the University's *Institutional Rules*. Your action is required.

Access this link to receive your message: https://utexas-advocate.symplicity.com/u/yfzkmVEi

Pursuant to section 11-503 (a) of the University's Institutional Rules, the Office of the Dean of Students has sent this message to your email address of record with the Registrar. If you have questions about the origin or legitimacy of this message, please contact The Office of the Dean of

Students at 512-471-2841.

Sincerely,

Student Conduct and Academic Integrity

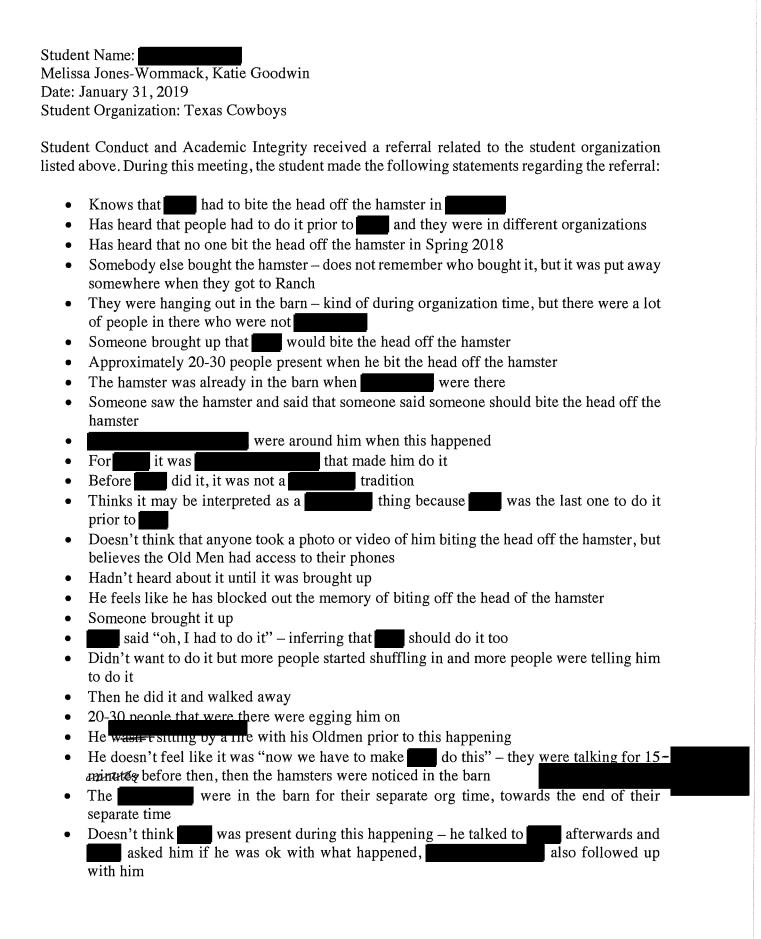
The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu/conduct

Subject: Re: Thursday Meeting Thursday, February 7, 2019 at 8:47:32 AM Central Standard Time From: Goodwin, Katharine J To: Katie, I'm sorry for not responding to this sooner. Everything looks accurate. Also, I'm still happy to help advocate for a culture change within Cowboys or talk to UT Greeks about progressing away from hazing. Let me know if and when any opportunities arise. Thanks, On Fri, Feb 1, 2019 at 4:48 PM Goodwin, Katharine J < Katharine.Goodwin@austin.utexas.edu > wrote: Hi Thank you, again for taking the time to meet with me yesterday. I wanted to follow up and send you the notes that I took during our conversation. Please let me know if these are accurate and if there is anything that you would like to edit or clarify. A big group of Cowboys went into the barn area – probably between 20-30 people There were two hamsters in the barn – took one and then people started cheering and saying "do it" then bit the head off the head of hamster, he spit it out into a trash can Towards the end of the organization time Doesn't know when the idea to bite off the head first got mentioned – might have been on the bus when they were going there, some of the older guys in the organization mentioned that this was something that had happened before while they were on the bus They were thinking about doing it again at this retreat was part of that group talking about it on the bus Hamsters were on his Newman shopping list in • The Sigma Chis never had their own separate group time No one specifically asked to bite the head off the hamster, it was like a group consensus for to do it mentioned that he had done this in the past, that he was made to do this too but never forced for that reason When it was presented to _____ on the bus, he was told that it had happened in the past with other Cowboys, not just Cowboys Doesn't remember specific guys that were on the bus talking about the hamster other than Expressed that he is very sorry about what happened to takes responsibility for not putting an end to it, feels like he could have made everyone leave Offered to help or advocate for a culture change within Cowboys

Best,
Katie
KATHARINE GOODWIN, MSW, Student Conduct Specialist
The University of Texas at Austin Student Conduct and Academic Integrity in the Office of the Dean of Students 512-471-2841 deanofstudents.utexas.edu/conduct
Date: Wednesday, January 30, 2019 at 2:37 PM
To: "Goodwin, Katharine J" < Katharine.Goodwin@austin.utexas.edu >
Subject: Re: Thursday Meeting
Katie,
ratic,
Sorry for not including that earlier. My skype username is the same as my email -
, , , , , , , , , , , , , , , , , , , ,
Best,
On Wed, Jan 30, 2019 at 2:30 PM Goodwin, Katharine J < Katharine.Goodwin@austin.utexas.edu > wrote:
Hi
That works for us. Please let me know what your Skype username is prior to the meeting. Thanks!
Best,
Katie
KATHARINE GOODWIN, MSW, Student Conduct Specialist The Heisensite of Tenne at Apptire I Student Conduct and Appelant I I to a decide in the Office of the Page of Students I 540.
The University of Texas at Austin Student Conduct and Academic Integrity in the Office of the Dean of Students 512-

Pate: Tuesday, January 29, 2019 at 4:30 PM To: "Goodwin, Katharine J" < Katharine.Goodwin@austin.utexas.edu > Subject: Re: Thursday Meeting
Katie,
Thanks for getting back to me. A skype call would be great.
Talk to you soon,
On Tue, Jan 29, 2019 at 1:53 PM Goodwin, Katharine J < Katharine.Goodwin@austin.utexas.edu > wrote:
Thanks for checking – we can call you at 3:30pm on Thursday. We also could do a Skype call if you would prefer. Please let me know if you have a preference.
Best, Katie
KATHARINE GOODWIN, MSW, Student Conduct Specialist The University of Texas at Austin Student Conduct and Academic Integrity in the Office of the Dean of Students 512-471-2841 deanofstudents.utexas.edu/conduct
From:

Date: Monday, January 28, 2019 at 2:36 PM To: "Goodwin, Katharine J" < Katharine.Goodwin@austin.utexas.edu > Subject: Thursday Meeting
Hey Katharine,
Hope your week is off to a good start! I just realized that we have the classic dilemma of who should call who for the meeting on Thursday. If you'd like, I'd be happy to call the Student Conduct Office right at 3:30, or if it would be easier for you to just call me, my cell phone number is
Please let me know which you'd prefer.
Thanks,



was not present when the hamster incident happened, wasn't with the other throughout the night

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our meeting and that they may be edited for grammatical purposes at a later time; however, the content

will remain unedited.

Katilagodwin

Investigator Name

01/3/119

Investigator Signature

Date

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OFFICE OF THE DEAN OF STUDENTS

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Recital

As part of pending studer	t disciplinary	matters being	brought by	The (Office o	of the Dear	n of
Students, certain information	on that would	otherwise be co	nfidential ha	as beer	n identif	ied as mate	erial
for avoationing and	obtaining	information	related	to	this	matter.	I,
	, has be	en identified as	a person with	h knov	vledge o	f relevant f	acts
	or question	ning.					

When acting as a witness, I may share testimony or read documents or in some other fashion learn information that would otherwise not be revealed to them, and thus it is necessary that the need for confidentiality be fully understood.

Acknowledgement

Because of the confidential nature of the information as well as any testimony and other aspects of this investigation, I acknowledge that they are required to keep all documents, testimony, and other information made known to them at any student disciplinary meeting confidential and that they may not disclose of such testimony or other information to anyone being summoned for questioning.

		Ī	
University Representative Sign	ature	11/29/18 Date	

Subject: FW: TCAA Statement

Date: Thursday, March 28, 2019 at 11:51:00 AM Central Daylight Time

From: Fils-Aime, Andel P

To: Wommack, Melissa, Goodwin, Katharine J, Student Conduct

Hello Brittany,

When you have a chance can you please include the email exchange below in the Advocate case file for the Cowboys? Thanks and have a great day.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: Shawn Cumberland

Date: Thursday, March 28, 2019 at 9:54 AM

To: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>, Carlos E Martinez

<Carlos.Martinez@austin.utexas.edu>, "Fils-Aime, Andel P" <Andel.Fils-Aime@austin.utexas.edu>,

Alexandra Cumberland

Subject: Fwd: TCAA Statement

Sent from my iPhone

Begin forwarded message:

From: Shawn Cumberland

Date: March 28, 2019 at 8:51:59 AM CST

To: "Alexandra Cumberland

Sylvia Wang <

Subject: RE: TCAA Statement

The Cowboy's statement is extremely disappointing.

It tells us that nothing has changed since Gabe Higgins death. There is no ownership, but rather lack of sincere remorse. The Cowboys alumni does not accept responsibility for the continued culture of hazing and for the deceptive and dangerous system that was put in place to protect and promote hazing. The alumni care only about the preservation of the organization, but not the safety of the individuals.

Within hours of the fatal accident, the Cowboys went into preservation mode with their lawyer in action.

The Cowboys quickly commissioned an independent "investigation". However, the investigator never looked once at the victim. No inquiry of his parents about the marks on Nicky's body; no request about the

condition of his clothing; no request about the contents of his cell phone; no request about what eye witnesses may have said to any of his family members; no discussion with about why Nicky was afraid he was going to get hurt prior to departing for the event. We would call this a whitewash.

During the University investigation, we are told that the Administration received daily emails and messages seeking leniency even before the results had been released.

As for the Cowboy's service to the community, this is the PR machine at its worst. The feedback we are now hearing is that the Cowboys are truly a social organization trying to project an image as a service organization.

Closely examine their boosts. Donating "hundreds of thousands" is lame amount over an extended 65 year period. When I first saw the front page of the Cowboy website assert \$250,000 over the 65-year period, my reaction was it must be a typo; that's a pathetic amount per annum. The Cowboys alumni counts some of the most successful businessmen in the State of Texas.

By contrast: Nicky's high school friend raised \$150,000 in 30 days to defray some of his medical bills. Nicky rode a few times in the MS150 on a small team that raised \$1mm in a dozen years.

Regarding: "volunteered tens of thousands of community service hours."

Let's put that in perspective: with $^{\sim}100$ boys each year and 5800 waking hours per year over 65 years [btw, the Cowboys are almost 100 years old], 20,000 hours of service would not even be 1% of a young man's time. In fact, it's not even 1/10 of 1% (it would be $1/20^{th}$ of 1%). Further, we assume much of the time they count includes preparation and attendance at a date parties where they spend hundreds of thousands on entertainment to net the tiny amount mentioned above.

As for the sleep deprivation claim, we strongly disagree. The driver should never been allowed to depart after a full days event with our son and too many other passengers with inadequate sleep. (Further, there were no seatbelts available for everyone.) It's of zero relevance that some boys slept while the driver carrying our son fell asleep on the road. This would be the equivalent of saying some boys didn't drink, but we let a driver drink and drive. Numerous posted UT transportation policies were broken on that fatal trip.

Based on the disappointing statement from the Cowboys, my fear is that upon returning from the six year expulsion, nothing will have changed (again).

I would welcome to have an on-campus open public dialogue with the chairman of the Cowboy alumni about any of the above items. Perhaps, we could invite President Fenves to chair the discussion.

Forwarded message
From: Edward R. Lopez < eddielopez@utexas.edu >
Date: Thu Mar 28, 2019 at 3:12 AM

Subject: TCAA Statement

The Texas Cowboys have served the UT and greater Austin community for nearly a century. For example, our members have volunteered tens of thousands of community service hours, donated hundreds of thousands of dollars to charity, and contributed to campus learning through activities such as hosting a lectureship series featuring world leaders on campus. Consequently, we are disappointed by the University's decision today, and are saddened that it may prevent our organization from continuing this legacy of service. Throughout the investigation our entire organization has been completely transparent, engaged, and accessible. Indeed, the University has repeatedly complimented our members' cooperation during the investigation. As an organization, we are disappointed by the misconduct of certain student members. In fact, we have expelled and suspended from our organization the students who were connected to the hazing. Their actions violated University regulations and did not align with our organization's standards – and they do not represent the heart and soul of our organization.

However, hazing did not cause the car accident that took Nicky Cumberland's life. The University's ruling expressly determined that sleep deprivation did not occur at the retreat. According to the University, "multiple members reported that they were able to go to sleep at various times of the night . . . as well, no one reported having been prevented from sleeping." The car accident was a tragic event that claimed the life of an exceptional person. We continue to mourn with Mr. Cumberland's family and loved ones. Our organization is committed to learning, growing, and using this tragedy to educate and prepare the next generation of leaders to do better – and to more effectively serve others. However, we cannot accomplish these goals if the Texas Cowboys are no longer permitted to operate as an official student organization. Our leaders are currently reviewing their options and will make a decision shortly on how to proceed.

Thank you,

EL

Edward R. Lopez

President - Texas Cowboys Alumni Association Tejas Club Foundation Life Member - Texas Exes Past President - Longhorn Alumni Band Ambassador for the University of Texas Club Office: (512) 229-1985 Mobile: (956) 458-6162

"May the Eyes of Texas Always be Upon You"

Best,



Email Address

OFFICE OF THE DEAN OF STUDENTS

100 West Dean Keeton Street A5800 • Austin, TX 78712 • (512) 471-5017 • FAX (512) 471-7833 deanofstudents.utexas.edu • deanofstudents@austin.utexas.edu

Authorization and Release of Information From the Office of the Dean of Students

I, _ PLEASE	E PRINT: First Name	M.I. Last Name		UTEID),
request a	and authorize the Of	fice of the Dean of Stud	lents at The Uni	versity of Tex	cas at
Austin, o	or any of its represer	ntatives, to release any i	nformation, opi	nions, docum	ents,
and/or re	cords regarding my	disciplinary matter(s) t	to the following:		
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PLEASE PRINT: First Name M.I. L	ast Name UTEID
request and authorize the Office of the	Dean of Students at The University of Texas at
Austin, or any of its representatives, to	release any information, opinions, documents,
and/or records regarding my disciplina	ry matter(s) to the following:
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(2)	
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FULL NAME	PH. #
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I may revoke this authorization in writi	ng at any time, except to the extent that the Office
of the Dean of Students has already rela	ied on this information.
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		Date

Student Name:

Investigators: Robert Leary and Christopher Swanson

Date: 12/6/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

• Was a member of

- Retreat looked similar as fall 2018. Different people plan each one so each one won't be exactly the same.
- Definition of hazing: forcing someone to do something
- · Programme
- Definitely tabasco around at things Cowboys do; people drink it with their beers as a joke.
- Aware of shopping list. Thought the chicken was unusual. Someone brought a dead octopus.
 - O Chicken did not factor into retreat. It was put on the list as a joke. Had chicken there, put pen around, it hung around. Believe it was left at the ranch. Think it was taken with on the trailer ride.
 - Octopus was a joke. My year: while grilling burgers grilled octopus, too.
 - O Hamster: our year there was some kind of hamster on the list, threw it again. Thought it was a joke someone would do something to the hamster. Rumor something was going to happen to it at my ranch. Never saw anything. Think it continued on.
 - Heard someone bit head off.
- Org time: spent drinking beers. People might use ketchup and mustard to make the kids eat ketchup and mustard. Some orgs do different things. Those aren't set in stone.
- I've never paddled anyone, but aware it might happen. Didn't see at either retreat. Can't think of a group as being known for paddling.

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our

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will remain unedited.			
Student Name		Student Signature	Date
		Childe Susa	12/6/18
Investigator Name	as	Investigator Signature	Date /

Student Name:

Investigators: Dr. Andel Fils-Aime and Christopher Swanson

Date: 11/30/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- The student is A He is an Old Men in Cowboys

 as a new man). He is a Cowboy affiliated with

 He is on (help put together (help organize and execute).
- Had been involved with at least the distribution but had to drop some due to time restrictions.
- Application process: online application. Wanted to be prepared for selection process. Had to do essays. Went to meet and greet, got invited to dinner, got invited for an interview, then accepted. Him and were first
- Expectations: requirement of 30 hours of service. Social events in Cowboys that were important to meet the guys.
- Definition of hazing: Forceful doing of anykind that you don't want to be done upon you be to do.
- Not witnessed hazing. Have not witnessed new men being hazed.
- Retreat 2018
 - o Got there earlier than other old men. Left after the new men did as far as I know.
 - Old men on new men committee there with him were guys he rode with
 - When the old men arrived

ot off the bus, grilled burgers and ate Drank

Walkthrough of night: Football game and relay. I had been drinking quite a bit and "had the runs" so I went inside the house and was using the restroom. Came back out at the end of the football game. Kept hanging out with the guys. New men were driven out to a portion of the property in the came trailer. Taken out to a portion of the property. Asked to go during the drop-off. Went but I didn't have to stay since I wasn't needed. Went back to camp. New men came back. New men walk back then fire the cannon as a celebration (I didn't get to do this but I know others have). Started drinking heavily with the guys since retreat was over as a large group. I had no new men so people broke up into individual groups. Hang out by the fire

and drank with guys who didn't have anyone there. Remember being near the main fire. I was in toxicated.

- o Police showed up during the event. Police came, fired cannon left.
 - Heard that people near the property heard new men walking back. Police were checking on the event.
- o There had been multiple fires where people could share their experiences being in Cowboys.
- Continued to feel sick throughout the night. Went to bed, woke up, got in same car I came in, then heard news about the accident.

Hard to remember the night since I was drinking heavily.

Shopping list was provided by

ctopus, chicken, hamster: a motley of things. Don't know why they were asked for. We had a chicken at our retreat

Not aware of any tobacco laced not dogs.

past retreats. But I don't keep track of the animals. Its intense to hear that:

- O Wenot know how thicken we have
- o No one pressured to consume large amounts of alcohol
- O Not paddied as a new man
- Alcohol with relays
 - Drinking proper involved in the relays
 - No the consumption of alcohol, Everyone was 21 as far as I know.
 - During the fight, came up to me told me there was tabasco in his drink. Knew he shouldn't be consuming tabasco because Toss it, got two sprites, said he was to drink so he didn't. Stood out to me. did not say who'd given him the drink.
- O Never felt sleep deprived. We could go to sleep when we wanted. Remember going to bed, they could go to bed when they wanted.
 - barrel roles, not remember any covering in substances. Was inside in the restroom for most of the relationship.

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No formal or informal meetings to discuss accident. There were a lot of people hurting so we had expressed grief.

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Investigator Name

| June | Ju

Student Name:

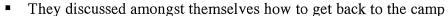
Investigators: Melissa Wommack and Katie Goodwin

Date: 11/28/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- •
- •
- Wanted to join Cowboys due to their well-known presence and it's something he's wanted to be involved with since he came to UT
- Wouldn't compare Newman process to pledgeship you already know a lot of people, a lot of people your same age, personal drive to do service, represent the university, Newmen are looked at as equals
- Expectations of being a Newman represent the university, leadership, service, scholarship, serve the community (service hours, ARC of Austin, Rosedale School, fundraising), learning how to be a part of university traditions
 - Oldmen continue to do service hours, but there aren't that many volunteer spots so Newmen often take them since they're excited to do the service
- Not sure if there is a formal initiation process, he hasn't had that happen
- Expectations of preparing for the retreat
 - o Purpose of retreat was to get to know each other, good time to meet the Oldmen from other organizations
 - o Going to a ranch (in general) requires a lot of materials an expectation that Newmen would bring food, drinks for the Oldmen
- Doesn't remember if there was a specific expectation for when Newmen should arrive
- Shopping list he was busy and was not able to bring materials for Ranch, but he noticed food, soda, beer for people overage
 - He didn't think anything on the list was out of the ordinary
- Newmen got to the Ranch, set up chairs around a firepit, started cooking/getting ready for people to arrive
- Oldmen arrived to the Ranch, everyone ate together and they sat around the campfire
- Newmen had only been a part of Cowboys for 3 days before Ranch
- They did teamwork activities went around cleaning brush, turning on water, cleaning up the house, meet and greet
 - o Played a football game in a field
 - Leadership activity the Newmen were in a field and walked back to the cannon, the chicken sat in a cage the whole time they were out there and was left at the ranch after the retreat
 - The Newmen were trailered out to a field, the chicken didn't leave the cage, the Newmen were trying to find their way back (took less than 45 minutes) from a good walking distance away



- O Newmen set up fires in a field with Oldmen at each campfire, Newmen went around and heard about Cowboys traditions and what has made Oldmen successful
- O Drinking relay if you didn't drink or were an athlete or were uncomfortable with drinking, you could sit out
 - Drinking a beer
 - He helped drink a
 was between him and
 other guys
- Newmen were sorted into teams for the night he does not recall who was on his team
- o He believes everyone wanted to be there at the ranch and that he enjoyed all of the activities
- o The last activity they did was the campfire around 1 or 2am
- O After around 1 or 2am, people had the opportunity to go to sleep or hang out with your Newmen brothers he saw people take the opportunity to sleep
 - — he slept for an hour or 30 minutes on his own volition
- o he and the others stopped drinking well before they went home
- Everyone helped clean up at the ranch the Newmen were excited to participate
- He reported that his Oldmen were not at the ranch
 - Everyone broke off and did their own traditions
 - He was with Some of Oldmen is good
 - They were just hanging out and drinking beer
 - Everyone branched off into their own areas
 - They were at the campfire
- o He denied having to consume any gross or unwanted substances nor seeing anyone do so
 - Part of the relay was drinking milk if you didn't drink alcohol
- O He denied seeing a hamster while he was at the ranch
- They had support meetings and prayer meetings after the accident and Ranch
- He denied being given guidance or information after the accident, he reported that the Oldmen, advisors, alumni provided them with support
- They were informed that they had hired a lawfirm to investigate what had happened
- He was around when it was decided that would drive he and others had discussed with earlier in the night about driving back and if he would be willing to drive home
 - o He was in the car with on the way to the ranch
 - stated that he wasn't drinking and could drive home even before arriving to the ranch
 - o A few others had found to drive because they had tests to study for
- Feels his entire experience was voluntary

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith



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	Student Signature	Date	
Molissa Wommack Investigator Name	Investigator Signature	4/28/19/ Date	

Student Name:

Investigators: Melissa Wommack, Katie Goodwin

Date: November 29, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Relay race split into two teams (named for founders of cowboys), tag with a football from about 20 yards away, were turned facing away from the person throwing the ball and if they hit the other guys successfully, they won.
- Was drinking going on, but not forced, excessive
- Confirmed loading into trailer, driving a ways out, memorize everyone's names/hometown/org, follow the path back, took chicken with them
- When they made their way back, they all stood up in front of everyone and say their name/hometown/org and then each got to fire the cannon
- Then breakout session with other and the Newman "truck talk" just talked about the meaning of being in cowboys.
- Drank some beers with tabasco but
- Heard about the hamster incident, but did not see anything happened amongst the people in the barn heard it was but didn't see it so can't confirm
- As far as he knows, tobacco laced hotdogs did not occur; no paddling
- If you wanted to sleep, you could have at any point. Large groups started to go to sleep when fireside chats start; He did sleep.
- Knew the car driven by was planning to leave early,
- At general cowboys meeting the following Wednesday, SES came to meet with them
- A meeting at where everyone was invited for prayer
- At least one or two cannon crew were already at the ranch when the newmen got there, to bring the cannon
- Thursday night there was an induction at the stadium, followed by dinner with the sweethearts, then a bar tab downtown.

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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Student Name	Student Signature	Date
Melissa Wornnack Investigator Name	Investigator Signature	11/25/18 Date

Date: December 4, 2018 Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
 Attended his Ranch at a Did not attend the Ranch in the spring Student was in the car with other behind the accident Was driving that car At his ranch, they played football, rode in the trailer, similar activities as this year's Felt it was more or less the same, not necessarily more intense Couldn't shoot the cannon Went home because was close Drove around to for about 10 minutes in trailer and told to bond and walk back Had chicken was throwing a football around with and did not witness the hamster incident Went to different hospitals to check on guys who were in the accident. Various witnesses went in to visit, eventually families arrived Left after visitation was limited to family-only Had a prayer meeting and meeting to process what happened. SES and CMHC came and spoke with the group Lawyer met with Cowboys individually to see what the experience was like No meeting about instructions for meetings with Student Conduct
I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report. I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our meeting and that they may be edited for grammatical purposes at a later time; however, the content will remain unedited.

Student Signature

Date

Student Name:

Student Name

AMY GLASSCOCK
Investigator Name

Investigator Signature

12/4/18 Date Student Name:

Investigators: Dr. Andel Fils-Aime and Christopher Swanson

Date: 12/3/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

•	Joined Cowboys .
	but did not make it.
	Didn't make it.
•	Affiliated through
	0
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- Definition of hazing: Making someone, they don't want to do.
- Retreat on the 29th:
 - o Got on a bus in the West Campus area—didn't want anyone driving up there.
 - Didn't want anyone driving: not enough room for a ton of cars. Also three hours ago. Don't remember exactly. Everyone drove for my ranch experience, Much closer.
 - 2-3 hour bus ride up there
 - Left there 5ish and got there 8ish
 - o Got there, ate burgers. Hung around campfire. Did group activities, did football.
 - Football
 - Oklahoma drills were happening.
 - Group activities
 - Wheelbarrows occurred. Don't remember barrel rolls.
 - o Part of a relay event
 - During relay, alcohol was partially involved. I was not around so I can't say as an eyewitness
 - Do not recall new men chugging a gallon of milk
 - Shopping list
 - Saw a chicken in a little homemade enclosure. Don't know what happened to it.
 - Did not see tobacco laced hot dogs
 - Heard that the head of a hamster was bit off. Was not there for it. It was inside. When I heard that was happening, I walked away and sat by the campfire.
 - Think it happened _______. Don't remember who did it. Didn't go to Spring 2018 ranch so don't know if it's a repeated thing.
 - We all stayed up as long as the new men did. Most of the activities ended around 12 and after that it was sitting and hanging out.
 - o Trailer

- I didn't follow them around. But think they were driven around and came back. Dropped off and came back. Had to do that at my retreat...was only about 100 feet.
- o Don't know the order but know new men fired cannon
- Was not paddled at my retreat. Did not hear of new men being paddled.

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- Bus still came back for everyone.
- Someone got a call in the car telling us about the accident.
- Afterwards: had someone from counseling center come talk to us.
- Was not questioned by Cowboys attorney.

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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Investigator Name

Chick Sugar 12/3/18

Investigator Signature Date

Investigators: Melissa Wommack, Amy Glasscock

Date: December 3, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Oldman, will
 Student was
- Newman semester experience varies by group affiliation
- Student believes that Ranch is similar year to year
 - o Felt that this year was slightly different
 - o Felt this year's was more malicious than previous year, "more intense"
 - Oklahoma drills, after football game, separate from relay race
 - A few groups, including members from and asked asked to stop potentially dangerous activities
 - o Football game, grilling, walking back together happen every year
 - o Sock removal activity was replaced by Oklahoma drills
 - o Relay race seemed new this year
 - Arrived after the relay race started, but present for part of it
- Student wasn't sure about if dry newmen had to do more
 - o Focused on his newmen who were not dry
 - o Students who are dry who are respected
- Student isn't sure if formally included Oklahoma drills in Ranch or if members decided to participate on their own.
- Student has not seen anyone be physically abused. Has heard about it in other affiliations within Cowboys.
- Student has seen others eat strange things, eat an onion like an apple
- Student is aware of hamster
 - O Started where newmen had to keep two hamsters alive, one hamster ended up biting a newman, and then the newman bit the head
 - o Wasn't originally part of structure
 - Student witnessed another newman do it during his first year
 - o Not organizational pressure for to bite hamster
 - o Fair amount of people witnessed event
 - Right after cops came and everyone was rounded up
- Student noticed one student was heavily intoxicate, but most were in good shape
- Student remembers chicken thing, just had to keep chicken alive
- Student went to bed around 4am; was not first to sleep, was not last to go to sleep



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Student Name	 Student Signature	Date	
ng	 10/3/18		
Investigator Name	Investigator Signature	Date	



Investigators: Melissa Wommack and Katie Goodwin

Date: 11/28/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

•	
•	He is the
•	Ioined in

- active member joined in as a freshman
- Wasn't present at the retreat due to a party earlier that day
- He didn't agree that the retreat should have happened on that date
- Thinks that the were fairly similar to the Ranch this semester
 - o They were at different locations than this one
 - o There was a cookout, conversations about what it means to be in Cowboys, drinking, tossing the football, firing the cannon
 - o Most consistent aspect is the individual organization time
 - have a "where they conversation about why they value this individual Newman and their future in Cowboys
 - o This year was the first year that the Oldmen chartered a bus
 - The did the bus arrangements and the date
 - The executive committee had meetings about the dates, but did not have speak about why there was a bus and what the event would entail
 - o Does not recall there being a relay race from his Ranch experience
 - o Ranch is truly the event where they're in control
 - o He was never asked if they should take a bus
- Stated that there is "zero rush" in terms of Cowboys no events that take place for non-members prior to when they become Newmen or begin the application process
 - O In reference to Nicky Cumberland attending a "rush event" with Cowboys in the Spring 2018, he stated that there were not any events like this and that this would have meant that the would have had already known they were putting Nicky up which was not possible

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Student Name

Student Signature

Date

Missa Wommach
Investigator Name

Investigator Signature

Date

Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our

Investigators: Andel Fils-Aime, Amy Glasscock
Date: December 6, 2018
Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
• Student is a
• Affiliated with had friends in the organization
Joined Cowboys in , also had a couple friends join at the same time
O Has really enjoyed the comradery and service of the organization
O Was on
o Informally made a pre-meeting, Pizza and Beer, time to talk about life
Student attended
• Student defines hazing as forcing to do something that wouldn't otherwise voluntarily do.
• Student arrived
o Arrived
o Drove with
• At time of arrival, newmen were playing in a football game.
• Relay race, student only watched for a minute or so before it ended. May have occurred
before the football game.
 Student witnessed newmen chug milk, drink alcohol
 Did not have an active role in the relay race
 Helped pass out water and monitor
Student witnessed newmen do Oklahoma drills
Not necessarily facilitated by one person
• Student saw some of the live animals in a pin on the side of the barn. Didn't see anything
further with them.
O Student hear about the hamster incident, but did not witness it and has never witnessed it
 Heard about it after the fact, in the last two weeks
 Student is aware that it has happened in the past, including last semester
 Student is aware of it is a consistent thing that happens at retreats
• Student left early from the retreat with others, approximately
O Another student they left to take care of him
• Student saw newmen leave in the trailer and return to camp. Returned within 20-30 minutes
Everyone fired the cannon after the newmen returned
o Police showed up after to respond to a noise complaint
Student has never been paddled nor witness anyone else be paddled
o Found out the morning after the accident

- Cowboys had a prayer session,
- Student did not meet with attornies that facilitated the independent investigated
- Student was not at the Wednesday meeting where Alumni Association finalized and announced disciplinary actions on individual members
 - No alumni were present at that meeting
 - o Belives only 2 students were at that meeting
 - o None of the had their status altered
 - Alumni did not provide explanation about decision
 Student is still in good standing with Cowboys
- newmen are dry
 - O No forced alcohol consumption
- Student wanted to emphasize that newmen ranch can look different from semester to semester. The Cowboys are fond of the experience when they are able to bond, but this semester is a poor reflection of the Texas Cowboys are.
- Newmen were able to sleep at their leisure.

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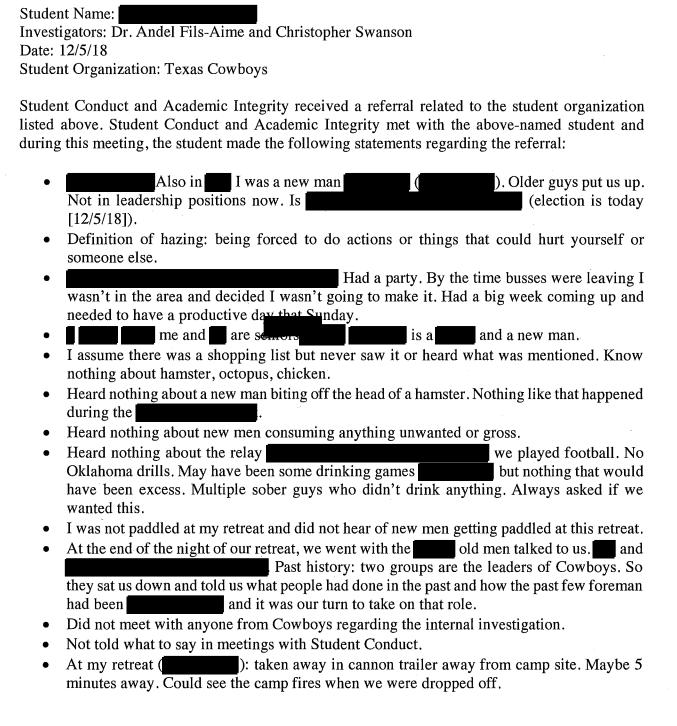
Student Name

Investigator Name

Student Signature

Investigator Signature

Date



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Student Name	Student Signature	Date
Investigator Name	Investigator Signature	12/ ₃ / ₁₈ Date

Student Name: Investigators: Dr. Andel Fils-Aime and Christopher Swanson Date: 12/10/18

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Old Man. New man
 Currently a at UT.
 Does not hold an office or special part in Cowboys.
- Definition of hazing: Something you force someone to do.
- Org had a party that weekend. Everyone stayed back except for new man.
- - Cooked

Student Organization: Texas Cowboys

- o Football game
- Split up into organizations and talked about organizational history as a part of Cowboys.
- On't remember seeing shopping list but remember being said to bring burgers, soft drinks, water, charcoal.
- o Did not see chicken
- o No hamster present
- o Did get taken away in the trailer and walked back to site.
- o Org time
 - Talked with six old men. Talked about positions they'd held, how doing, how things were going with Cowboys.
 - No hazing and no paddling occurred.
- Fall 2018 retreat
 - o Not aware of a shopping list for retreat.
 - Did not hear about the chicken or octopus
 - Heard about the hamster
 - Heard rumors there was a hamster at the fall 2018 retreat. Heard something happened to it in a barn and it died.
 - o Didn't hear about the ingestion of gross or unwanted substances.
 - o Didn't hear about new men consuming mass quantities of alcohol
 - o Didn't hear about a relay, barrel rolls, dizzy bat.
- Found out about accident in a GroupMe from another
- Did not attend a support meeting on the Sunday after the ranch but said it did happen.
- Not contacted by an investigator for Cowboys.
- Not given any instruction as to what to say in this meeting.
- Wasn't at the meeting where Cowboys members were suspended. Heard rumors a few people were given suspensions.

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Student Name

Investigator Name

Student Signature

Date

Investigator Signature

Investigators: Melissa Wommack and Katie Goodwin

Date: 11/28/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Service expectations, giving time to the UT Community
- Retreat prep given a list of things that they have to get food, drinks, speakers, doesn't recall everything that is on the list
- drove to the retreat, left Austin around 5 and arrived at ranch around 7:30, pudrinks on ice, set up a table, took everything out of the cars
- When oldmen arrived, introduced to people, conversations with oldmen
- There were activities, but they were all optional,
- Played football, relay race throwing a football across the way, if threw an inaccurate pass then would have to drink (a beer), but threw an accurate pass so didn't have to
- Doesn't remember who organized the relay or shared the rules for each part
- Were told to get in the trailer, doesn't recall who told them to get in, took the chicken with them. Trailered about 5 minutes away, and walked back to the campsite
- During break outs, went with other independents to get to know them better, told stories drinking beers, chatting
- The were along the side of the barn where the were having their break out session. Heard that someone had to bite the head off a hamster, but couldn't see in the barn.
- After these break out sessions, they came back and had fireside chats went to sleep eventually and thinks he slept for 6 or 7 hours.
- [
- Discussed with the people that would be in each car who was ok to drive home, he was ok to drive home.
- Met with a lawyer through cowboys who told them to just tell the truth.
- Who would drive up there was determined by "who would drink less," and taking a bus like the oldmen was not an option given to them.

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Student Name	<u> </u>	Date
Melissa Wommach Investigator Name	Investigator Signature	11/28/18 Date

Investigators: Melissa Wommack, Dorie Kaye

Date: December 5, 2018

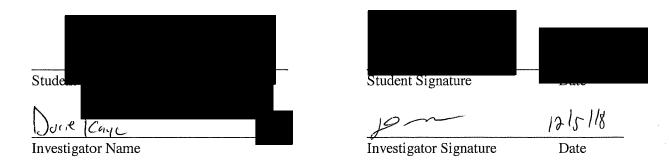
Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Oldman,
- Joined
- Went to his newman ranch, did not go to ranch this year
- Not a old man during his ranch
- With another at ranch but didn't have an oldman with them; just hung out during that time
- His oldman wasn't as involved so wasn't tapped in
- Some people made to drink beer with tabasco
- No pressure to drink if guys didn't want to drink
- Never saw anyone being forced to drink someone could drink soda if they didn't want to drink alcohol
- was when he was newman
- From his experience, if someone didn't want to do something they didn't have to do
- Maybe given preferential treatment since his oldman wasn't as involved
- Wasn't at meeting last Wednesday heard that president resigned

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Student Name: Investigators: Andel Fils-Aime, Katie Goodwin Date: December 7, 2018 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral: Currently a at UT • Joined the Cowboys in - went through an application process, as well as Put up by interviews, meet and greet with the Oldmen • Definition of hazing – means any intentional, knowing, or reckless act, occurring on or off the campus of an educational institution, by one person alone or acting with others, directed against a student, that endangers the mental or physical health or safety of a student for the purpose of pledging, being initiated into, affiliating with, holding office in, or maintaining membership in an organization Shopping list for Ranch – everything that they wanted to bring to Ranch, it included food (burgers, hot dogs, etc), beer, two hamsters, one chicken, sleeping bags had no idea what the animals were for when they were acquiring the 0 items drove up with another Newman Newmen carpooled to the Ranch – Arrived to the Ranch around 7pm – everyone else started showing up shortly after (the other Newmen and then the Oldmen) • The Newmen played football Then they did some drinking activities They split up into their organization groups for a little bit Each Newman shot off the cannon Sat by the campfire and did a "campfire talk" type of thing Only Newmen played in the football game – it was optional to participate o They did Oklahoma Drills – maybe 3 rounds of the drills for 10 minutes was the "grand or " in the drill There was a relay race combined with a drinking game – his role was to throw the football and use your Newmen brothers as a target (could hit them on the back/wherever) and if you hit them it activates them and they start drinking; they were drinking beer and wine o His role was o Most of the Newmen were participating other than the athlete Newmen (

O Doesn't remember seeing anyone chug milk, but did see a milk jug – that was in the previous parts of the relay and he was in the end of the relay

• Denied that there was forced consumption of alcohol – that everyone was drinking for fun

• Denied that anyone had to ingest a tobacco-laced hot dog

•	He remembers a crowd of people, he walked up right as the Newman was about to bite
	the head off the hamster
	o It was in the barn
	 There was a bucket in front of him and the hamster was in his hand
	 There was a circle of people around
	 Doesn't think anyone thought he would actually bite the hamster
	 Reported that everyone was pretty disgusted after he bit the head off
	 There was no one specifically egging him on when he did that
	 Does not know what happened to the other hamster on the shopping list
	o Maybe 20-25 people in the barn
	 Not sure but thinks this happened after the individual org time
•	Individual organization time –
	o They were only off on their own for 5-10 minutes
	o were joking around with their Oldmen,
	Teasing about not coming around as much
	o Denied that there was paddling, but that a stick was used
	o The stick was a small branch
	o When they were joking around, were hit with the stick two or
	three times
•	Nicky, were planning on leaving early to make a Genesis Club retreat
,	o was planning on driving them back since he was
•	Newmen went into the cannon trailer – they drove the Newmen further out onto the ranch
	where it was more difficult to get back, it was a team exercise on how to figure out how
	to get back, they shot off the cannon to help them find their way back
	 Took them maybe 15 or 20 minutes to find their way back
	o Doesn't remember the chicken being in the trailer - someone may have been
	carrying it
	 Once they got back, each of the Newmen individually fired the cannon
•	Someone said that the police were coming and everyone was hiding and then the police
	fired off the cannon – not sure who had the conversation with the police
•	Ranch was in May, Texas – near Brownwood
•	Before they left the Ranch, they were around the campfire and the Oldmen would tell
	funny stories about the history of Cowboys
•	, was orchestrating the events
•	When they got everyone ready to go, they went up to and talked to to
	make sure he was OK to drive
	o said to send a message in the GroupMe when they were leaving and who
	they were leaving with
•	and were added on at the last minute, so there was one extra person
	in the backseat so no one in the backseat could put their seatbelts on
•	Everyone except the driver fell asleep
•	At some point, must have fallen asleep and swerved off to the right
-	o When he overcorrected, he swerved and the car flipped and landed on the other
	side of the road
	princ of title road

- After they got out of the car, another car of Cowboys showed up to the scene of the accident
- called 911, multiple people probably did
- He went to the emergency room later that day for his back
- Wasn't a part of the meeting the Cowboys had later that day
- He did drink a beer with tabasco sauce but he stated that it was optional
 - o His understanding of optional he finds drinking beer with tabasco sauce in it to be funny, thinks he would do it in normal circumstances; further, no one forced him to drink the beer and his membership in the Cowboys was not dependant on him drinking the beer
- Someone gave him Nicky's cell phone when he got home, he had Nicky's phone
- Met with the investigator during the Cowboys alumni investigation process
- Was told to tell the truth

•		— the Cowboys alumni
	associ	ation stepped in
	0	Based on their investigation
	0	told that in the future, he might need to take a two
		hour course on hazing
	0	and may have been suspended
	0	The may have been suspended due to the hamster incident
		 Didn't hear that the hamster rumor was specifically tied to
•	In refe	erence to the 15 handles of alcohol on the shopping list –
	0	Most of it was just the Oldmen drinking it
	0	The liquor was used at the campfire – when they were sitting around the campfire,
		people were passing around the liquor
	0	The Newmen would rotate from campfire to campfire – the Oldmen would stay at
		their stations
	0	To the best of his knowledge, doesn't think that all of the liquor was consumed
•	Denie	d that anyone poured tabasco on Nicky or
•	Know	his pledge brother in
•		is not sure if would have removed items from Nicky's backpack
•	Doesn	't know how might have had access to Nicky's backpack

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Office of the Dean of Students.				
	*			
Student Name	Student Signature		Date	

I acknowledge that I have read and reviewed these meeting notes and they are an accurate

Katile Goodwin

Investigator Signature

12112118

Investigators: Katie Goodwin, Dorie Kaye

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Drawings mamber of the hut considers himself to
- Previous member of but considers himself to be a Cowboy
- Joined Cowboys in
- He was present at Ranch this semester
- Oldmen got in a bus to go there, got there and ate, mostly just hanging out around the fire and bonding
- Newmen drove up in groups earlier in the day
- Did not provide the Newmen with a shopping list for Ranch this semester
- Does not recall if he was provided with a shopping list for his Ranch
- Did not participate in any activities at Ranch
 - o A lot of storytelling around fires
 - O Thinks there may have been some Oldmen also playing football with the Newmen
- Rewmen were taken in the trailer and dropped off very close to the house more to get to know everyone
 - O Not sure if this happened at the past Ranch
- Unclear if people broke off into the separate groups with their individual affiliations
- Reported that he was mostly just sitting by the fire
- Reported that some groups did go off on their own but everyone came back together around the fire
- Went to sleep around 3-4am
- •
- The Sunday night after ranch, there was a meeting at a Oldman's house to talk about what had happened, pray, and encourage everyone to support each other
- Knows there was a chicken and a hamster at the Fall 2018 Ranch
 - Does not know what their purpose was
- Stated that he has not heard of anyone having to bit the head off the hamster
- Alumni association told the Cowboys that they would be doing an independent investigation shortly after accident
- Has heard that certain people were put on probation or suspended or do a hazing course by the Alumni Association

 - o They let everyone in Cowboys know that these people were being reprimanded to some extent
 - o Everyone's reaction was pretty sad to this news

o This meeting was last Wednesday

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Student Name	Student Signature	Date
Don't Kinge	pr	1215/18
Investigator Name	Investigator Signature	Date

Investigators: Melissa Wommack, Dorie Kaye

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

Oldman,Was

• Joined cowboys

- His ranch
 - o Made dinner, sat around the fire, played football, got to know other newmen and members
- newman this semesterHelping gude through his newman semester
- Have meetings every Wednesday
- Breakout session
 - Oldmen talked about what they liked about cowboys and encouraged newmen to be involved
- Not a real power difference between oldmen and newmen everyone welcomes you during your newman semester
- Oldmen expected to have 10 service hours per semester, newmen 35 hours
- Never experienced hazing as member of cowboys
- At meeting last Wednesday
 - o Some guys got expelled from cowboys, some suspended
 - o A few people got suspended for things that didn't have to do with ranch

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Student Name	Stadont Signature	Date
Molissa Wommerch Investigator Name	Investigator Signature	///5/18 Date

•

Investigators: Robert Leary and Christopher Swanson

Date: 12/6/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Definition of hazing: filled in on university definition. Sometimes people do things a reasonable person wouldn't because they want to join group.
- Beer was at the ranch. Didn't see any hard liquor. Sodas, plenty of water. Didn't see any drugs. Ate lots of hot dogs. Did read in the Statesman that they used to used hot dogs covered in tabasco or dip but that did not happen at ranch.
- You're supposed to hang out and support your new men. All in Cowboys were there.
- Heard about live animals. Did not have any animals at our retreats. Did hear about hamster at this ranch. Low man on totem pole in org; didn't see in list and weren't involved in helping plan it. Did not see live animals at this ranch but know when hamster event happened. Happened after new men shot the cannon. Maybe was before campfires, maybe after.
 - Heard maybe that they'd play football with hamster or that a new man would bite the head off. Know now it was the new man who bit the head off the hamster.
- Did see chicken as it was next to our campfire.
- Aware of when new men went off in the trailer. Never saw an octopus.
- For org time. Take it seriously to talk to new men what an honor it is when we do have new men. Nothing I would consider hazing.
- Haven't heard of any hazing coming out of other orgs, but we were split up. Know of no paddling.
- Affected entire semester.
- No direction given to him about what to say

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Student Name			
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		- Chop - Chop	
Investigator Name		Investigator Signature	Date '

Investigators: Melissa Wommack and Amy Glasscock

Date: 11/27/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

•	
•	Student is a and a newman in Cowboys, got in at start of
•	Student is also in , nominated to Cowboys through older
	o 3 people per organization in Cowhovs 4

- Cowboy selection process: get nominated, invited to a couple pre-interview events (meet and greet, dinner), interview with alumni and leadership
- You get into Cowboys, considered a newman. Sort of similar to fraternity rush process.
 - o 25 every semester, spring and fall
- Joined because of the values of the Cowboys and meeting people from different parts of campus
- Told they were newman about a week and a half before.
 - o Told on a Wednesday
 - o Social day on Thursday
 - o Week later Saturday, retreat happened
 - o May have one meeting in between the social day and retreat
 - Meetings take place in the communication building
- Had to do 30 volunteer hours and one hour at the Rosedale School before becoming a Cowboy
- Schedule time to meet other Cowboys
- Newmen were not required to attend the Retreat
- Student recognizes that Cowboys respect one another, regardless of seniority
 - O Discussed how the dynamic is different than pledges and active members in fraternity
- Had to bring tables, water, coolers, ice, food/snacks
- Student brought sleeping bag, but planned to leave early for an internship interview.
- Newmen arrived early to situate everything and setup food.
 - o Old men recommended taking about 6 cars
 - Arrived Saturday around 8pm
 - o 6 or 7 newmen drove
 - Old men arrived an hour to an hour and a half after the newmen.
 - o There was a field and a house
 - Some old men slept in the house or stored belongings there
 - O Set up foldable chairs around campfire, setup coolers with drinks, field for football, car headlights

Le	eft ranch around to go back to Austin
A	nyone could have any type of alcohol
M	embers could drink if they wanted to
St	udent feels like he remembers less than others
	o Student doesn't remember the accident
St	udent was not paddled. If it happened, it would've been in each family O Has heard that it happened, but not for sure
	 Suspects that Nicky's bruises were not from the retreat, maybe the night before Was with Nicky most of the night, retreat was out in the open
W	ent with break-out fraternity groups after shooting the cannon
V]	ay have been places where groups could have hidden, but couldn't imagine it
	udent was close with and and with Nicky udent did not discuss hazing within his with Nicky
st	udent acknowledged the chicken on the shopping list
	 Newmen were driven somewhere in the cannon trailer and had to make way back to camp with chicken
	 All 25 newmen fit in the cannon trailer
_	O Student doesn't know what happened to chicken after retreat
	ead octopus, didn't hear anything further about that
	amster, didn't see anything with related to that O Heard that someone would have to bite the head off
St	udent hasn't heard of hot dogs laced with chewing tobacco
E	veryone, newmen and oldmen, were expected to go O Knew one newmen who wasn't there,
N	othing planned for next morning after retreat, just pack up and go home
R	etreat wasn't planned out well in a sense of where people would sleep.
O	Idmen didn't want them to leave early, asked if driver was able to
	o Group that left early made decision to leave on their own
	ttributes cause of the crash to 2 hour drive to ranch and having an extra person in the ackseat with no seatbelts
	 None of the students in the backseat were wearing seatbelts
	udent doesn't believe that Nicky was very drunk
	about leaving cudent talked to older Cowboys and also
ea	rly
	o asked if they were fit to drive, but wasn't aware there were 6 in the car
St	 udent had his belongings (phone, keys, wallet) taken from him and kept in one area. Taken so people weren't distracted but also so the events weren't shared on social media
	udent did not have his phone taken away at Cowboys events before becoming a
	udent remembers being picked up out of the car, maybe was the last one out
	omeone called 911, maybe someone who crowbarred the front window O Car with cowboys came later, visited him in hospital
	(both newmen)

- o Recalls random people helping so next random driver helped/maybe called
- Cowboys have been supportive since the accident
- Cowboys told him to tell the truth in the meetings with Student Conduct
- Student believes that hazing could be within each organization group in Cowboys
 - o Student has not experienced calisthenics as part of Cowboys
 - o Had quizzes to learn other people's names, would have to tell jokes at meeting if they got them wrong on quiz
- Student heard from his mom about paddling, mom heard from other moms
- , sounds familiar, one of Nicky's friends, not in Cowboys
- Group left before others went to bed
- Retreat activity- relay race in teams
 - Student had to chug milk and do bear crawls
 - Drink a beer then dizzy bat
 - Beer shot gun race
 - Nothing that was memorable in a bad way
 - Student threw up and was fine after
- Only people who were drinking heavily were drunk
- Student wasn't ever asked or requested to drink alcohol

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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Investigator Name

Investigator Signature

Investigators: Dr. Andel Fils-Aime and Christopher Swanson

Date: 11/30/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- major.
- Part of who nominated him for Cowboys. Involved with Y
- There are currently old men and new men.
- Became a Cowboy . is his first semester as an old men.
- Selection: meet and greet, interviews, dinner.
- Expectations: get to know everyone. Service events (Rosedale, ARC)
- Definition of hazing: Broad spectrum—being forced to do something you don't want to do.
- Never witnessed hazing in Cowboys.
- I haven't heard of any concrete hazing going in.
- Can't pinpoint an example of any time in Cowboys where someone raised concerns about being hazed.
- - o guys and girls went to Dallas for a Dallas Cowboys football game.

 was new man who went with and was not at the retreat.
 - o Heard that the owner of the ranch didn't want cars and you'd need to take bus. Had needed to go to Dallas so made sense not to go.
- Not aware of shopping list for the fall 2018 retreat
- Heard there was a hamster, but can't confirm anything. Don't know about what happened.
 One person said someone bit the head off a hamster, thought it was absurd. Didn't happen my year.
- Not involved in planning for the fall 2018 retreat
- Experienced
 - o Grilling out
 - o Get organization together
 - o Playing football
 - o Never told to consume anything gross.
 - o Fired off the cannon at the end of the night
 - o Was loaded up in a trailer, got to get you in one place. You have a phone, this is the road back, get back. Want you to get away from everyone, all 25 hang out for a bit.
 - o No chickens or hamsters at retreat.

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Student Name

Investigator Name

Mond / fun

stigator Signature

Date

Investigators: Katie Goodwin, Amy Glasscock

Date: December 3, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Helps paymen
- Helps newmen
 - o Eg. Sitting with each other sporting events, taking dates to hockey game
 - o Did not help plan this year's ranch
- Student was not at Ranch, was in for another event
- Ranch last fall:
 - o Enjoyed time to meet and hang out with people he was unfamiliar with
 - o Drove up separately in different cars
 - o Participated in football game
 - o Did not do a relay race
 - o Was taken somewhere in trailer and walked back to campsite
 - o Break off groups: talked about importance of being in Cowboys and the opportunities that come with being in Cowboys
- Student was not
- Student has heard the rumor about the hamster and did not see any live animals, hamster was present but that's it
- Student has not been forced to consume alcohol as a Cowboy
- Student has not been paddled as a Cowboy.
- Student has been to a organization meeting since the accident.
- Student has not been given instructions by the organization or any of its individual members prior to the meeting with Student Conduct.

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Ama blasscock	Am Dlassook
Investigator Name	Investigator Signature

12/3/18 Date

Investigators: Melissa Wommack, Amy Glasscock

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- the state of the s
- Thought it was good to have ranch earlier in the semester this year, getting to know each other, which is the goal
- Not football at his ranch or relay race at his ranch
- Did have the trailering/walk back experience at his ranch
- Didn't see a shopping list for his ranch
- Never seen a live animal at any ranch
- Breakout sessions discuss how historically and have run for Foreman or been on EC
- Tradition of "truck talk" with and
- Never had to consume any gross or unwanted substances
- Has not experienced paddling as part Cowboys the newmen have earned their position, and there's nothing else that they need to have happen to them to be accepted
- providing support to The Cumberlands,
- Knows that people have been reprimanded, but doesn't know details

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- Amy Elasscock

......Date

Date

SuySlasscore 12-5-18

Student Name: Investigators: Melissa Wommack Date: December 7, 2018 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral: Has only been to did a drinking game, first team to finish beer and bag of wine – no physical component • Was supposed to be over night, but was so close to Austin most people went home, a lot of the oldmen weren't drinking much • Independents don't have anywhere to go to do their stuff, so they look to guys in fraternities that have a house – would be why some independents reported tap out in basement • Has gotten iron spikes to come over to do cowboys stuff with each group has a case, whoever can finish it first • No paddling in paddling incident within a few years ago, so alumni are very strict about that not happening • When all of cowboys are together, it's usually more tame • Occasionally if in the basement, will have "condiments" (ketchup and mustard) – put into their beer Remembers only getting 2/3 of their shopping list when he was a Newman Chiladas – would have to drink it throughout the night • Every year the have a hamster that they do something with, never seen it happen, never known it to be associated with other groups guy knew going into ranch, the day of, that it was going to happen Only knows of it happening twice and both times it was ; One of the Oldmen of his said that it was before as well Talent show – everyone is part of a skit, chooses the skits and the newmen decide how it goes; Before his talent show, passed around a handle of Jack (bought by) before doing their skits; all of the sweethearts are there; usually happens near the end of the semester – three or four weeks before initiation ; not demeaning, just busting your balls One guy had to do a Feels like Tap In/Out is very org specific – doesn't do it. Independents, tapping out is

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Tapping out/paddling - Thinks does it but that might just be for their pledges; may

a big deal for them, right of passage for them

have heard

do it

immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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	Student Signature	Date
Mulisan Wommach	M	12/7/18
Investigator Name	Investigator Signature	Date

Investigators: Dr. Andel Fils-Aime and Christopher Swanson

Date: 11/28/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- at UT
- Chosen to be put up for Cowboys because I was a leader in the organization I am a part of ().
 - o Filled out application and wrote some essay questions. Then a meet and greet to met new men selection committee. Then a follow-up dinner to meet the selection committee again. Then we signed up for an interview time slot. Interviewed, wait to hear back, then notified by old men I'd made it through.
 - are my old men.
- Expectations of new men: serve, give back to UT and Austin, expected to have 30 service hours (be finished. We sign up for a time to assist at the Rosedale school.
- Initiation will occur December 8.
- No specific penalty if new men don't meet expectations.
- Definition of hazing: any sort of emotional or psychological punishment (student tried to find a better word)
- Did not witness or experience hazing.
- Went to ranch for retreat
 - o Grilled burgers
 - Sat around fire
 - o Talked about being a cowboy, asked questions, got to know each other.
- I was told to get burgers and hot dogs for the retreat. I don't have any knowledge of other peoples' responsibilities.
- Not given an option to take a bus; drove cars
- Retreat timeline
 - o Don't remember any certain details. It was just a lot of hanging out.
- I was not made to injest any gross or unwanted substances. I did not parktake in any of that.
- I do not know if anyone had to eat any tobacco laced hot dogs.
- I do not know if anyone had to bite the head off a hamster; I was not there if that happened.
- There was a chicken at the retreat. It just got left at the ranch. We brought the chicken to the ranch, it got put in a cage, and left for the rest of the night. I was never told why it was brought.
- I was aware of the octopus; never saw it nor know the intent of it.
- Not aware of any chugging of milk. I did not chug a gallon of milk.
- I was not pressured or forced to consume large amounts of alcohol.
- Relays at retreat
 - o Teambuilding exercise to compete to get to pull the cannon first.

- Physical activities at retreat
 - o Football game.
 - o Did not see barrel rolls.
 - o Don't remember dizzy bat.
- Not confined to any uncomfortable spaces at retreat
- We were put into the trailer, dropped off on the property 10 minutes away as a teambuilding exercise, and we had to make our way back to ranch.
- I was not paddled at the retreat and have not been as a new man.
- All I did was sit by the fire and hang out afterwards. None of my old men were there.
- I was not deprived of sleep. I got 4-5 hours of sleep. Went to bed around 3a.
- We used our maps to get back to Austin.
- We left when the sun was up and we were cleaned up and ready to go.
- We all got a sufficient amount of sleep and we traded off drivers on the way back.
- We went to meetings as an organization to talk about what happened and about how terrible/unfortunate it was.
- I met with a lawyer who told me to tell the truth. I was late and don't know lawyer's name.
- Was not given any instructions by Cowboys.

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Student Name	Student Signature	Date
	Christoly Sing	11/28/18
Investigator Name	Investigator Signature	/Date/



Student Name: Investigators: Saralyn McKinnon-Crowley, Katie Goodwin Date: December 6, 2018 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral: Joined • Put up by his fraternity, • Notified that he was no longer part of the Cowboys Attended his Newman class Ranch in and also the Fall 2018 Ranch - more about getting to know his fellow Newmen Fall 2018 Ranch – being with his fellow Oldmen Each ranch had team-building activities, grilling/cooking food, sleeping at the ranch At his Newman Ranch, they played football, did tug of war, walked around the property together o Denied that there were Oklahoma at his football game o They were dropped off away from the ranch and told to find their way back (this also occurred at the Fall 2018 Ranch) Reported that there were Oklahoma drills at the Ranch football game During separate breakout time for split off, sat on a truck bed away from the house, drank beer, talked about how proud they were of them for joining Cowboys Fall 2018 – this time was a little different because there were some fraternities that had parties that night and their Oldmen were not there They had a couple other Newmen with them – one was a member of Same activities as • Denied that there were times where he had to ingest unwanted substances • Required to purchase items on a shopping list – beer, food, condiments, hot sauce, brought the rope for the tug-of-war, a hamster • Didn't know what the hamster was for as a Newman, the hamster didn't appear at his Ranch because the Petsmart was closed when they went The hamster was on the list for the Fall 2018 Ranch When he arrived to Ranch, he was informed that a Newman would bit - doesn't remember who informed him, but doesn't think it was a that told him bit the head off the hamster o He did see this happen o Denied that it was a tradition, stated that it is a Cowboys tradition o This happened towards the end of the organization time – a lot of orgs had finished

their separate time, people congregated in the barn as this time was concluding,

many Cowboys were present

O Newman bit the hamster's head off,
made him do it
o another fraternity's Newman bit the head off the hamster
 He thinks probably
 He did see a live chicken at the ranch, but not sure of the purpose
 As far as he understands, the Newmen had to carry the chicken back with them
 He does not think a chicken was present at the
 Denied being deprived of sleep at any time during his Ranch or the Fall 2018 Ranch
 There was a meeting to talk about the news the next day after the Ranch
 There were no instructions given to them about what to say or what not to say
 People would get together to talk about what had happened and to process the events
Was not interviewed during the Cowboys separate investigation
• The reason he was given for his dismissal was that he was present when the hamster
incident occurred and because was part of
o They are confused as to why they were the only people dismissed because there
were other people who were in the barn that were not dismissed
o Before the Wednesday meeting, he got a phone call from the President and Pledge
Trainer that disciplinary action would be taken against some Cowboys and that his
punishment was expulsion from the Cowboys
 The punishments were told to everyone present at the meeting
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Student Name Student Signature Date
Student Name Student Signature Date
Saralyn McKinnon-Crowley African Signature Date Saralyn McKinnon-Crowley Investigator Signature Date

15 or so Oldmen were present at least, and maybe 10 other Newmen were present

Investigators: Saralyn McKinnon-Crowley, Katie Goodwin

Date: December 4, 2018

Student Organization: Texas Cowboys

- Joined the Cowboys in
- Ranch experiences first one was in got to know his Newmen brothers
 - O Attended in went out with his friends, sit down with the Newmen and got to know them, drink beer and talk about Cowboys, sat with the Oldmen for the majority of that Ranch
 - O Attended this past Ranch in Fall 2018 took the bus to the ranch, got there, hung out and drank beer, ate food, woke up the next morning and rode the bus home
- Active member in
- At the Ranch, the Newmen participate in a football game (didn't happen in the happened at both his Ranch and the Fall 2018 Ranch
- At the end of each Ranch, everyone sits down together around the campfires and share stories
- Not aware of Oklahoma drills happening at the football game, but went inside the house midway through the football game
- During the breakout group time, they take the Newmen aside and talk "at" them about the importance of the organization, what their experiences have been, what they hope the Newmen will get out of it, they drink beer they have the Newmen shotgun beers, but the Oldmen also do so
 - O They talk about the importance of as well
- Doesn't think there were noticeable differences between this Ranch and previous Ranches other than the football game not happening in the
- Newmen also get to fire Smokey the cannon
- There was a relay race at Ranch in his Newman year
 - O Does not remember distinctly if there was a relay race this year
 - O His group drank wine and ran to a tree and back
 - o They were split into random groups and they would see who could shotgun beer faster
- To his knowledge, Newmen are welcome to go to sleep whenever they want
- The fireside chats were new at this Ranch it was more that people could stay up or go to bed, whatever they wanted
- Found out about the accident the next morning when they arrived back in Austin
- The Cowboys had a meeting the Wednesday after the accident and the alumni came to tell them they were going to conduct an investigation into the accident; not everyone was interviewed, mostly the Newmen were interviewed
- His Ranch did have a shopping list they had one hamster (maybe two) and a chicken

- Heard rumors about the hamster during his Ranch he personally didn't believe them because of a "guys being guys" mentality
 - Heard about the hamster happening following the Ranch, but he was not present or aware of it happening at the Ranch
- The were in the front yard of the Ranch near the road when you came in
- Denied any paddling tradition within breakout time in Cowboys

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Student Name	
Saralyn McKinnon- Crowly Investigator Name	Investigator Signature Date Date

Investigators: Andel Fils-Aime, Katharine Goodwin

Date: November 27, 2018

Student Organization: Texas Cowboys

- Currently a at UT
- active member since
- joined the Cowboys
- Vast majority of what happens with the Cowboys is fraternity specific most activities hanging out is with the Old Men, you're put up by the Old Men that are in your fraternity (spirit group, etc) / ex. Old Men in put up active members to be Newmen
 - Old Men in Cowboys who are also put up for the Cowboys
 - o At Cowboy meetings, sit together, drive to events together
 - O Different fraternities keep information to themselves, ex. wouldn't know what Cowboys are doing
 - o He reported that he doesn't even know or hasn't heard of what other fraternity members do within Cowboys
 - O Don't share info about who they're going to be put up in the next semester
- Old Men who were in expressed interest in him to be put up
 - o offered for him to join them, but he wanted to join Cowboys
 - o who are in Cowboys kept to themselves
- In the Cowboys (Old Man but not active), is a Newman
- don't have the "biggest social clout" on campus so other fraternities have more members in Cowboys, such as
- Put up process for Cowboys asked to send them his resume, you're picked from reading resumes/judging character, then you receive a written application
 - o After you've been put up, it's the larger group of guys, not specific to your fraternity
 - o Five essays in the written application
 - o If you advance to the next round, you have a meet and greet with the Selection Chairs and Committee
 - o Then you advance to "the dinner" at El Mercado get to know the Selection Committee on a deeper level
 - o If you advance to the end, you have the final interview round with the Selection Chair, Committee, alumni, and walk-in actives
 - o Then they release the names and there's a cap at 25 Newmen
 - Usually 16 fraternity men and 9 independents, but they've taken more independents
 Cowboys have transitioned to choosing Newmen based on their character rather than their affiliation since they were kicked off campus
- Expectations of being a Newman 30 service hours, going out of your way to be at the service events, get to know your Newman class, potentially a GPA requirements, weekly Rosedale visits (volunteer at the Rosedale School school for mentally challenged,

- physically disabled students), trying to bond with everyone there's historically been a divide between fraternity and independent guys but this is changing
- If a Newman doesn't meet those expectations, the Newman trainer will talk to them (special exceptions are made sometimes, i.e. for athletes who have other time commitments)
- Definition of hazing doing something to someone that they don't want done to them that could cause serious physical or mental harm
- Denies recalling being subjected to any forms of hazing as a Newman with the Cowboys
- Retreat on September 29th
 - O When he went to Newman Ranch as a Newman, it's cool to be at the ranch (his location was near Bastrop) and be around everyone else, be with new friends, get to know everyone on a deeper level, sit around the campfire and tell stories
 - o This was the same purpose of the Ranch retreat on September 29th
 - o Itinerary for the retreat Newmen arrived around 5 or 6pm, Oldmen arrived around 9pm on a chartered schoolbus (first time Oldmen took buses) / not sure if the bus driver stuck around but he did drive back the group the next morning
 - o 50-65 people there approximately
 - Newmen got there before Oldmen to start the grill (assumption, but there was food ready when he arrived)
 - o Everyone ate together, sat around the fire
 - o Newmen split up into two teams and played a football game
 - O Does not know if Newmen were provided instructions on what to bring as he is not on the Newmen committee; stated he was not provided instructions on what to bring to Ranch when he was a Newmen
 - His idea of a potential shopping list would be the food provided to them at the Ranch
 - o Newmen were not offered the option to take the bus
 - O He reported that he took about a 2-3 hour nap after the football game (in the Ranch, there were bedrooms, he reported there being about 12 beds in the room he was in), slept from 11 maybe to around 12:30am
 - o At this point, everyone was definitely awake
 - o Newmen were encouraged to stay at the Ranch, there was enough space for everyone to sleep inside the Ranch
 - People were encouraged to sleep beds were pointed out as an option is his Newman he's also pledge brother and good friend
 - Oldmen began to take their Newmen aside talked to about why he was chosen to be a Newman, etc.
 - o was awake from then until when they left, thinks he left in the car around
 - o Mandatory campfire time when Oldmen tell funny stories about the Cowboys, this happens for at least
 - Newmen switch campfires every 30 minutes or so Oldmen are at different campfires, juniors have one seniors have one, etc; maybe four or five campfires
 - You can't see what's happening at each individual campfire, but you can see the flame
- Denied being made to eat or ingest any unwanted substances
 - Denies knowing about tobacco-laced hot dogs
 - Reported that a lot of activities are fraternity specific

- A Newman biting off the head of a hamster a rumor at his Ranch, rumor that it happened at this Ranch, "Do you guys think they'll do a hamster?" is what people talk about
- Reported seeing chickens at the ranch but thought it was normal as they were at a ranch not sure if they were already there
- Denied seeing an octopus being brought to the Ranch
- Denied feeling pressured or forced to consume alcohol as a Newman
- Denied being paddled as a Newman or paddling others
- When they branched off into separate families, just called and over and they talked about their lives they sat in truck
 - o Talked about the importance of the organization in their lives
- Denied feeling deprived of sleep at his Ranch as a Newman, but he also because he had a meeting that same day
- Everyone was told at Ranch that there was a room available if they wanted to sleep
- Ranch is not the initiation event they have an initiation in front of their parents when their chaps are presented (this year's initiation event was a week after they got in)
- There is no formal reuniting between separate families and larger group
- All the Newmen were supposed to sleep at the Ranch
- went up to and asked if he could drive them all back and asked if he was good to drive did not drink (at all) so felt he was fine to drive
 He does not think drank and was able to tell if was able to drive
 - o He does not tillink and was able to tell if was able to drive
- had consumed alcohol at the Ranch but felt he was fine
- for the guys were accepted to and needed to go back to Austin
 - o had a test that he left to go back to Austin for
- When they left, some people were still awake while others
- In the car Nicky Cumberland,

0

- One of them jumped in at the last second and that's why they did not have their seatbelts on
- He thinks everyone was asleep in the car at the time of the accident
- He woke up to swerving; also woke up to the car swerving and he tried to correct the driving, one of the wheels was broken in half, he thinks the car may have rolled four or five times
- There was another car traveling behind them another group of Cowboys left at the same time, all Old Men, were driving behind them and helped them at the accident
- It took a long time for EMS to arrive he's not sure as he was not checking
 - o First to arrive was a fire truck
 - o EMS arrived maybe 20 minutes later
 - o Three or four ambulances they took Nicky first

but was physically fine other than soreness

- Cowboys had a prayer group the same night or day after the accident (75 active Cowboys, 55 involved) at least 50 of them present at the prayer group, they talked about the accident
 - o Message was to be there for everyone, continue to be there for each other
- He shared information with the Cowboys investigator, Kevin Terrazas they created their own judicial board to investigate this, they hired a "hot shot" lawyer to question, there's a very thorough report that they did not share with the current Cowboys
 - o They concluded that nothing at Ranch led to the accident
 - o This investigation occurred a week and a half later they were contacted by Kevin
 - O Alumni came to a Cowboys meeting the following Wednesday the tone was "not good" as the members were grieving, there was no attorney-client privilege, the attorney was representing the judiciary board (run by alumni)
 - o They were told to tell the truth in these meetings
- He contacted the attorney he met with during the Cowboys investigation when he was notified to meet with Student Conduct and they told him to be truthful
- The car belonged to
 He is not sure how much sleep got that night
 The car following theirs were all of the in Cowboys (there are soft them)
- He got Nicky's phone Nicky's sister called his phone an hour and a half after the accident
 - He asked the police if he should call his father the police officer told him not to contact the Cumberlands and that the police would contact them
 - o He was the first to inform Nicky's sister
- He had Nicky's phone, which he gave to who was also a was very close with Nicky)
- since the accident
- Everything within Cowboys is very fraternity specific the culture can be determined by who is in your fraternity and also in Cowboys
 - o The culture of your fraternity Cowboys determines your culture with the Cowboys
- Newman trainer just sets up Ranch, football activities, campfire, etc everything else is just Oldmen hanging out with their Newmen
- Not aware of any hazing that Nicky may have experienced
 - saw Nicky at the beginning of the ranch, but did not see him again until they got in the car
 - The Kappa Sigs would have been Nicky's Oldmen who he presumably would have been with at Ranch (was not at the ranch)

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meeting and that they may be edited for grammatica will remain unedited.	l purposes at a later time; how	ever, the content
Student Name	Student Signature	Date
Andel Fils-Aime Investigator Name	Investigator Signature	11/27/18 Date

Date: December	Katie Goodwin, Dorie Kaye
listed above. S	act and Academic Integrity received a referral related to the student organization Student Conduct and Academic Integrity met with the above-named student and eting, the student made the following statements regarding the referral:
 Joined Anothe	tly an oldman (Control of the Control of the Contro
• Someti	an semester – mix of being fraternity guy and being independent mes with independents and sometimes left alone joined same semester
• His nev	wman ranch
	Enjoyed it
	Drove to ranch with some oldmen
	Had gotten food (burgers, hot dogs)
	Had a shopping list (food, drinks, chips)
	No live animals on his shopping list
	Was a chicken there in the house
0	Didn't see a hamster
0	Had a football game, did some races, hung out
	Split up into teams for football game
0	Didn't have to do Oklahoma drill
0	Tug of war
0	Didn't participate in wine bag relay race (
0	Driven in trailer and had to find way back to house (but only a minute walk back)
 Breako 	ut session
0	Was with independents for part of it and on their own for part of it
0	Emphasizing service and leadership aspects of cowboys
0	Expectations for newmen
	Different for him and b/c wans't totally considered independent
0	
**	

- Not made to ingest any unwanted substances
- Heard rumors that others had to do something with a hamster but didn't see it
- No paddling
- Met Nicky once at newman induction
- Didn't receive guidance about what to say in student conduct meetings but CMHC and SES came to talk to them
- Told to direct media members to alumni

- Not part of recent meetings with alumni association
- Heard rumors that people have been removed from organization
- Mentioned something about it in meeting
 - o There were people who were being removed or being given different punishments

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	Student Signature	Date	
Durie Kanze Investigator Name	Investigator Signature	Date	

Student		
Investiga Date: 12		Dr. Andel Fils-Aime and Christopher Swanson
		nization: Texas Cowboys
listed ab	ove.	student Conduct and Academic Integrity received a referral related to the student organization Student Conduct and Academic Integrity met with the above-named student and eeting, the student made the following statements regarding the referral:
		oy affiliated with seems of this year.
		division of in Cowboys.
tl tl	hat, a hem d	tion of hazing: like consent. If they can say I'm not comfortable with this you respect nd that's okay. Once you cross the line, they say no and you say too and make lo something (or they can't feel like they can say stop), it crosses a line. That line is nd hard to define sometimes. Its up to the old men to be clear with the new men and
		w men be clear with the old men.
•		
	0	Old men took a bus. New thing: seemed like a good idea.
• F	Fall 20	018 retreat timeline
	0	Got on bus, drove up there. Drinking on the bus.
	0	Got there. that is brought up for the retreat. Teach people
		how to use it.
		• Food and beer in troughs
	0	Night began with milling around. Then went to relay race
		Did this during my retreat.
		• Changes up but remember was the bottom part of a wheelbarrow. Shotgunned beer before, then did a wheelbarrow. Think relay was generally wheelbarrow stuff bookended by shotgunning beer.
	0	Played a football game. Did at my ranch
	O	They can a Tooloum game. Did at my famen
		Tackle football. 30-40 minutes. Old men cheered on new men.
	0	Then did Oklahoma drills
		 Didn't do during retreat.
		 Pulled his new man out when he looked tired.
	0	Then new men put into a trailer, dropped off, make way back
		• We did this at my ranch
		 Done in the past; "fairly common at the ranches." Once in trailer get speech about collective unity.
		 Old men stayed back so not sure where they got dropped off.
	0	Then new men came back, lined up behind the cannon, introduced themselves, then
	Ü	fire cannon.
		• We didn't get to fire the cannon since our retreat
	0	Then split up into own orgs. We were with

- Went far but not too far. We were with

 They shotgunned some beers and I did, too. Cops showed up at this time. Got out and walked to the back. It had been a noise complaint about the cannon. Don't know who dealt with police. The police fired the cannon and left.
- After police left, told new men we're done since we don't know if the police are coming back.
- Never saw an octopus, chicken was brought to my retreat and to this one (no harm came to it; nothing gets done with it). No idea about tobacco laced hot dogs; may be an org thing. We make it a point not to feed new men gross concoctions.
- Hamster: always been lore. You hear about it maybe happening once you get in. I had heard maybe it happened at retreats in the past. I know it happened at this retreat because everyone crowded around. We were in our separate areas, then everyone crowded around one group. Realized what was about to go down and left; not okay with me. Told the guys with me what was going on. Told the new men we are not going over there. Can't speak to any specifics as I made paysel a point not to be a part of it. We made it a point to keep the chicken safe.
 - This retret felt communal until this point; then a dark mood fell over it.
- O Went to bed at the end of the night; told he was not to drive back. We had brought hammocks in case new men needed place to sleep.
- Drove back with in his car. were in back. Stayed awake with in front.
- O Didn't witness any new men getting paddled. We don't paddle within Know it gets done, just never seen it.
- After accident, met up at someone's house to process what had happened. No discussion of strategy. Run by Cowboys hired an internal investigator; told to be honest with them. Told to be honest with conduct.

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will remain unedited		
Student Name	<u> </u>	
Andel Fils Aime Investigator Name	Investigator Signature	12/4/18 Date

Investigators: Melissa Wommack, Dorie Kaye

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Oldman,JoinedCurrent
- Haven't held a leadership position in cowboys
- Been to ranch every semester
- Normally try to do ranch around Austin but was two hours away this semester
- The oldmen took a bus to ranch which was new
- cowboys experience
 - o Everyone splits off by organization
 - o Tell newmen that being in cowboys is a big deal
 - o Encourage them to focus both on and cowboys
 - o No tradition about eating weird food
 - o Just cowboys during breakout sessions
 - o Never been paddled or paddled anyone else
 - o Choose guys at party by putting the hat on them
- At the meeting this past Wednesday
 - o People removed from organization went as smoothly as you could hope
 - o left organization, guys were removed and guys were suspended
 - o Not sure why certain people received certain penalties

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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Student Name	Student Signature	Date	
Investigator Name	Investigator Signature	Date	

*Student forgot to sign notes after meeting. Left a voicemail on becember 7 and December 12 for them to come back and sign - Amy Glasscock

Investigators: Melissa Wommack and Dorie Kaye

Date: 11/28/18

Student Organization: Texas Cowboys

- Currently aNewman from every year
- are Oldmen
 - o Good relationship with them
- Drove his vehicle to ranch
 - Volunteered to drive
- Newmen got to ranch first to take the stuff
- Oldmen took a bus
- On the way there
- on the way back
- Ranch evening ate, hung out, played football, relay race
 - o Was part of the wheelbarrow race
 - o Had a shotgun before race
 - 0
- Cannon crew talked about importance of cannon
- Went inside the trailer with the Chicken
- Trailered out to a location and walked back probably about a 30-minute walk
 - o Could see the campfire
 - o Didn't need flashlights
 - o On a dirt path
 - o The chicken was carried back
- Breakout sessions
 - Was with
 - are tamer than other groups
 - o A couple shotguns of beer
 - o Didn't have to eat anything weird
 - A short walk back to the others but couldn't hear or see what was going on in the other groups
- Not encouraged to consume a large amount of liquor or ingest any substances
- Heard about the hamsters but not sure what happened
 - o Heard about it in the groupme
 - Came back with a hamster
- Left the chicken alive at the ranch
- Was fine with drinking but knew that he would have to stop earlier if he felt too drunk
- Went to bed around 3 and woke up around 8-8:30

- Slept on the ground inside the cabin
- Next morning
 - o Cleaned up took about 30 minutes
 - O Was not around when the others decided to go back early
 - O Woke up and saw that half the group was gone
- Some of the Oldmen were making sure that no one was doing anything that made them uncomfortable
 - o Has a so didn't have to play football cheered
- Thinks cannon crew brought the cannon out there
- ranch had been out hunting before
- Had one meeting where a lawyer from the alumni association came (the week after)
 - o Asked some people some questions
 - o Talked with him again yesterday
 - O Said to tell the truth and not to be nervous

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Student Name

Student Signature

Date

Molissa Wommack
Investigator Name

Investigator Signature

Date

Investigators: Dr. Andel Fils-Aime and Christopher Swanson

Date: 12/7/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- New man in Cowboys at UT now.
- Put up by Currently has new man and old men.
- Was not at the fall 2018 ranch (or any ranches but my new man ranch Fraternity had a big event. Only the new man went.
- Definition of hazing: Involuntarily forced to do something or pressured to do something you wouldn't normally do.
- Do not feel like I was hazed in Cowboys.
- Don't know who new man paired with. We don't have anything specific we do in
- Heard rumors of new men biting heads off hamsters.
- Know football game is a thing but have not heard of Oklahoma drills.
- Have not heard of new men being required to consume mass quantities of alcohol.
- Have not heard of any paddling occurring.
- Have not been contacted by investigator. Went to meeting he was at but never contacted.
 - O Told to call investigator if you thought you'd be contacted by Student Conduct but never gave instructions to the group as to what to do.
- Heard certain members removed. Wasn't at the meeting but got a summary. Sounds like it was related to ranch. Don't believe they gave specifics.

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Investigator Name Investigator Signature

Investigators: Melissa Wommack, Katie Goodwin

Date: November 29, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Currently a Newman with the Cowboys
- active member
- Participated in the relay race he was part of the last leg of the relay, he was one of the targets and had the football thrown at him, they drank a little, and then he got to pull the cannon
- breakout session his Oldman was there
 - At one point, it was just him and his Oldman and then they joined another smaller group
 - o Hung out, talked, what it means to be a Cowboy, responsibilities he'll have
 - o Denied having to consume any unwanted substances in this group
 - Did not know about the hamster incident
 - Hasn't heard of a tobacco-laced hot dog
 - o Denied being paddled or knowing of anyone being paddled
 - o No uncomfortable or harmful situations
- Reported that the Oldmen were very cognizant of the Newmen's wellbeing at the ranch and have been throughout the semester
- Once the activities were done, he went inside and slept in the cabin
- The next morning woke up around 7 or 8am
 - o His car had a sober driver were in the car with him
 - o Before they left for the ranch, the Newmen had decided on who would drive based on who would not drink at the event
- They've had several meetings with the Cowboys where the older guys have invited them over to talk about what happened
- Reported that no one was forced to leave or forced to stay awake at the ranch

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Student Name: Investigators: Melissa Wommack and Katie Goodwin Date: 11/29/18 Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above Student Conduct and Academic Integrity met with the above-named student and during this meeting, the studen made the following statements regarding the referral:
• They took his phone the night he got put up for cowboys (late August), so that information would be best come from another cowboy – Feels like there may have been more that happened on this night. He went out with the other Kappa Sig cowboys.
Felt nauseous the day after.
•
 Nicky talked to an older alumni and he told Nicky that he didn't need to feel obligated to join cowboys bad things happened with them. Older alumni was from around the time of the Higgins death associated with cowboys. Nickey knew that they may play football in the mud, and he was afraid he would get hurt doing that Two parties, fall 17 and spring 18, may have combined the two in her mind – they took his phone and Nicky wasn't able to he was with Kappa Sig Cowboys At tailgates, he would go meet up with other cowboys, and there were other get to know you dinners Thursday before ranch, went to dinner, and had a bar tab downtown. Friday night was supposed to have had a cowboys event but ended up being able to go to Believes heard that paddling happened at the retreat The cowboys haven't really been talking to her, but this may be coincidence were in the car behind the accident car one of Nicky's closest friends, go through the Cumberlands to speak with got a necklace out of Nicky's backpack and gave to family; Occurred at the hospital.
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Student Name Student Signature Date
Melissa Wommack 1/29/18
Investigator Name Investigator Signature Date

Investigators: Katie Goodwin, Melissa Wommack

Date: December 17, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Remembers the night Nicky got put up for cowboys, the guys were put in the trailer and taken to the bar by the capitol
- Nicky thought if he chugged the drink that they gave him in the trailer, that the oldmen would let him out of the trailer, but he was made to stay in the trailer even after having chugged the drink. Thinks it was a Four Loco.
- The tshirt that saw in Nicky's backpack was a white Hanes tshirt, had to wear shirts that could be drawn on, it said 's on the back, might have been saw but in Nicky's backpack. Had something on it, could have been mud or tabasco. Should still be in his backpack, but not sure.
- The day after they were put up, went to El Mercado, Nicky sent a picture of him with a bottle of tabasco. Thinks they had to put it in their drinks.
- The night of induction, they had to run from their fraternity house to the football stadium, Nicky was complaining because the Kappa Sig house was very far.
- Screenshot indicating that the newmen (all or maybe just Kappa Sig) had to bring a bunch of beer to the back of the Kappa Sig Lodge on the Friday before Ranch, but either Nicky got out of it or it was cancelled.
- Phi Psi formal pregame, older PhiPsi Cowboy was telling younger cowboy to keep drinking and he was getting really drink. Frustrating because the org is under investigation but they're still encouraging drinking. was the younger Cowboy that was being encouraged to drink.
- Has heard that SigEp is no longer putting people up for Cowboys
- has been very nervous, thinks he might have been a part of planning Ranch so he might have more details.
- Being hazed behind the Kappa Sig lodge, the drawn-on white tshirt could have been worn by Nicky because they were often confused with one another.
- Business Honors Formal, saw a group of Cowboys step out and come back in later not sure if encouraging them to drink?

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Student Name Investigator Name

Student Signature Date

Investigator Signature

Date

Student Name: Investigators: Melissa Wommack and Katie Goodwin Date: 11/28/18 Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
 Currently a Newman, joined this semester Currently member, for member,
 The point of breakout – to drill you on things you need to improve on When you're wearing Cowboys emblem or letters, represent them well They told him and same and they need to earn their place in Cowboys requirements of being in Cowboys – knowing history, knowing UT history Denied being paddled at Ranch Denied forced consumption of alcohol at Ranch were by the road leading in to the ranch

	reported that he knows someone did bite the
head off a hamster, believes it may have be	
 He heard that it happened in the ba Denied hearing about anyone being paddle 	
• From standpoint, he was not forced	*
	ask them routinely before doing so
they were comfortable	ask them routhery before doing st
He did sleep that night – he drove back wire	th The state of th
o Reported that you could go to bed	
 Heard about the accident while driving back 	
	dmen shortly after the accident - they were
provided counseling resources at a Cowbo	
• The Cowboys had a meeting last night	with an attorney present and were told to be
truthful	. 7
 Questioned if our investigation was focu 	
traditions have, he stated that i	t is not something that people talk about
I understand that in an effort to encourage reporting from civil or criminal liability to any person wh	
and without malice to the Dean of Students or o	
immunizes that person from participation in any	1
might otherwise be incurred or imposed as a result	
and a superior of the superior	
I acknowledge that I have read and reviewed t	these meeting notes and they are an accurate
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Office of the Dean of Students. I recognize that	
meeting and that they may be edited for gramm	natical purposes at a later time: however the
content will remain unedited.	
Student Name	
Student (Vanie	
pAn .	Melissa Wommack 11/28/18 Investigator Signature Date
	Meussa Nommack 11/28118
Investigator Name	Investigator Signature Date

*

Student Name: Investigators: Melissa Wommack, Katie Goodwin Date: November 29, 2018 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral: Oldman this semester Was a Newman in Has been to all the Ranch events since his Newman semester His Ranch didn't include a football game (might depend on where the ranch is held) Trailering and finding their way back to camp is a tradition, as well as the relay race The chicken wasn't done in , but has been done since then , doesn't really have a hand in planning the retreat He's the active member was with the seniors, juniors During the breakout time, are the Newmen are the Oldmen – was not present at the 0 retreat breakout time is to talk, sit by the fire The Cowboys in are supposed to be the ones you look up to in talking about former Cowboys He was one of the first Oldmen to sleep that night – he went inside and went to bed around 1:30-2am Went back on the chartered bus and found out about the accident when he got back to He was not aware that the Newmen had their phones taken away at the ranch and everyone who went back early had talked to others about their plans to leave early in the night to check in before they left and speak with leadership before 0 leaving He thinks that would have talked to and the others before leaving, but that others would have asked The chartered bus was a way of getting more guys out there since it was a far drive and some people might not want to drive O At past Ranch retreats, there has not been a chartered bus No eating or ingestion of unwanted substances

Has heard rumors about the biting of the hamster had the point of the hamster had been as the joined Cowboys
 Agreed that your organization affiliation can dictate your experience with Cowboys

from any other group

They were sitting right by the main fire – by the house and open field, about 20 yards away

• Reported that there was no party or event the night prior to Ranch

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Student Name

Investigator Name

Date -

Investigator Signature

Investigators: Katie Goodwin, Dana Kwiatkowski

Date: December 6, 2018

Student Organization: Texas Cowboys

- Oldman, joined
- No leadership positions currently, but looking to join committee
- Involved in
- student from
- Did not go to ranch this year, went previously last fall and spring 18
- Affiliated with
- Ranch experience- didn't drink, everyone was cool with it. Was never pressured to do anything
- Drove home after his ranch
- Liked how strict it was- if you drank, you had to give up your keys
- Everyone had fun- a bunch of people hanging out
- Drove up with his oldman 'who was also a during his ranch
- Parking was a concern for the family whose ranch it was held at
- Got there early, brought the supplies that were requested, and grilled food
- Had a shopping list- weirdest thing on the list were "Pensi" or "Dr. Penner"
- There was a chicken at ranch
- There was a football game- didn't play
- There was a relay race- wasn't drinking, didn't have to chug gallon of milk
- Trailer ride- was a way to get to know everyone, wasn't dropped off in the middle of nowhere", did bring chicken- felt it was a responsibility thing. No one was tortured or torturing chicken.
- Didn't fire the cannon because it was in a neighborhood
- Left at didn't go off into breakout group
- Gathered together with group and had a cheers for celebration. Didn't drink
- The only people how put you up, can mess with you
- Didn't eat anything weird
- Had a gerbil at his ranch- was still there when he left
- Hadn't heard or seen anyone do anything to a hamster at ranch
- Wasn't paddled and didn't paddle anyone
- Just played fornite and drank beer before initiation
- Participated in a talent show
 - o One of the skits was an SNL skit
 - Spoofs of shows and movies
 - o Talent show happened after retreat
 - o Find out what you're doing from a list and select what you want to play.

- Not given instructions on what to say
- Wasn't aware that people were removed from positions in cowboys- missed the last 2 meetings
- Issues with alumni- alumni making up rules
 - o Ex. hadn't met service hours, so was barred from participating in specific activities, not mentioned in the bylaws
- Was not involved in the alumni investigation
- Aware of the judicial board
 - o Alumni hand out punishments to students
 - o 4 leaders will congregate to make decisions- alumni then approve it
- Stated that it's frustrating that there was no plan for newmen-with logistics for Ranch
- Never felt like he was hazed
 - O Just had to participate in a talent show, or wear funny outrus

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Student Name

Student Signature

Date

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Investigator Name

Investigator Signature

Date

Student Name: Investigators: Melissa Wommack and Katie Goodwin Date: 11/29/18 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral: • Currently a Newman with the Cowboys Active in right now, but his Oldmen are No Oldmen in Cowboys Was present at the Ranch on September 29th Described to the Newmen as a "retreat" for the weekend • They had items they needed to buy for Ranch • The Newmen drove up to the ranch in five or six cars Met at Sammy fraternity house Doesn't know how the cannon arrived to the ranch • Confirmed the football game, relay race, fireside chats, trailering He did consume alcohol that night Relay race – he was part of pass with 3 other guys; the thrower had to make the pass 3 times and then group could go fire the cannon He had to before catching the football with a few other guys He was with the during the breakout time o They talked about what it means to be Cowboys o They shotgunned beers o They did put Tabasco in beers – on top of shotgunning the beer, the Oldmen participated in this too He reported that he didn't feel any pressure to drink/participate - the Oldmen were very upfront with them about this He slept in a chair by the fire and slept after the fireside chats He woke up around the time when the sun was coming up

- o The Newmen had to clean everything up and then they left the ranch
- He didn't even know that and the others had left to go back to Austin until the next morning
- Denied being paddled or seeing anyone else be paddled
- Denied having to consume anyone unwanted substances or specifically, tobacco-laced hot dogs
- Did not witness anyone biting the head off a hamster

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meeting and that they may be edited for gracontent will remain unedited.	mmatical purposes at a later	time; however, the
Student Name	Student Signature	 Date
Melissa Wommach Investigator Name	Investigator Signature	11/29/16 Date

Student Name: Investigators: Katie Goodwin, Dorie Kaye Date: December 5, 2018
Student Organization: Texas Cowboys

- Currently an active Oldman
- Member of
- Joined Cowboys in
- put up members for Cowboys in the
- at UT
- He was not present at the Ranch in Fall 2018
- His Ranch in
 - o Everyone drove in different cars, there was no bus in the spring
 - o Arrived around early evening time frame
 - o They brought a lot of stuff for cooking to barbeque, the Newmen set up a little
 - O When it got dark, the Newmen were driven off in the cannon trailer for maybe 10 minutes and walked back to the camp in about 30 minutes
 - facilitated this
 - o The Newmen arrived first, but the Cannon Crew was already there
 - Newmen were provided a shopping list they were given a spreadsheet and the Newmen president distributed who should buy what
 - brought speakers
 - There were no live animals on the shopping list
 - o No relay races at his Ranch
 - o They didn't play a structured football game, but someone would throw it and the Newmen would go and catch it
 - Breakout sessions with
 - doesn't haze
 - They were independent from everyone else
 - They don't use _____, his example was pouring alcohol and having people drink that
 - Heard about the hamster incident in recent weeks
 - Never heard about it before
 - People have been bringing it up to talk about since the investigation began
- They've been having their regular Wednesday meetings, no special separate meetings since the accident
- Last week, the alumni board took action within organization they suspended or expelled a couple of people within Cowboys
 - o Two guys in his Newmen class were
 - o He wasn't at the meeting so he isn't sure of specifics

• Denied receiving any instructions before meeting with Student Conduct

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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Student Name

LATE COOL Investigator Name

Student Name

Late 12/12/18

Investigator Signature

Date

Student Name: Investigators: Robert Leary and Christopher Swanson Date: 11/28/18 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral: Student is a new man in Texas Cowboys. Formal initition is December 8th. at UT. Had interview with selections committee September Found out I was accepted around September Volunteered at Rosedale Elementary since Freshman year. Its fun to help kids there. Cowboys also volunteer there. Also affiliated with . Also involved with for the spring. Starting order. Accepted into My group of old men (my group is taught us about the history of Cowboys. Most I remember doing. Weekly/biweekly meetings at someone else's house. I don't identify myself as in Cowboys. I identify as a Cowboy in Cowboys. Definitely people who like to stick to their group. Expectations: service work, fundraising for Harvest Moon, big on teaching us traditions/history (so we get quizzes over those topics). New men required to know certain number of Cowboys' names by a certain amount of time. Haven't been issues with people not meeting expectations given prestige of organization. Some people struggled to sell tickets, but instead we were told to rally behind the people who were struggling. Definition of hazing: making someone do something they don't want to do but making them do it anyway. I'd say if someone is rational in most situations and if a person wants to do something that's crazy, they can. If 20 people were telling me to do it, then it would

be hazing.
By Student Conduct's definition of hazing, I have witnessed/experienced. But I've been excited and jumped at the opportunity. I don't know of a situation of anyone being forced to do anything they don't want to in Cowboys.

Retreat

- o Told before the retreat it'll be fun, you'll learn a lot, great weekend for everyone to get along.
- O Drove out to random ranch about 1.5 away. I got there around 6 or 7pm (give or take an hour). Old men took a bus.
- o In charge of setting up big grill and making chain of tables for buns, chips, and cookies.
- o Set up chairs. Hung out. Served hot dogs and hamburgers. Drink beer, listen to country music.

- o Then we picked teams (two team captains). Broke us up into two teams. Field next to big house, made sure no rocks in field. Then had a 12.v 12 football game. Shot cannon off when someone scored. Not sure what we did after that.
- New men had instructions to pick up hamburgers/hot decalebeirs. Showels for firepits. Water, plates.
- O No one made to ingest gross or unwanted substances. The most I consumed was stuff I wanted to consume. Groups of new men would get beers and drink beers.
- o I put a couple tobacco dips in lip (I didn't care because ...). Told to put in beer a couple times but I couldn't taste. No one in my group ate dip and it was not with the hot dogs; did not see or eat tobacco laced hot dogs.
- There was a gallon of milk between three or four people that had to be consumed in a milk jug challenge. I don't think this was a part of any other activity.
- Shopping list
 - Put two chickens on there. Nothing was done to the chickens. Chickens were taken home; remember seeing chickens being placed in a box they came in.
 - Most of us placed in the cannon trailer and sang songs. Recalls that the chickens were in there. One person designated to hold on to the chicken. Drove around in the trailer.
- There was an octopus. Got from HEB. Thought it was going to be thrown on grill.
 - Hamster was on list. Never saw anything happen with it. Seemed weird someone would put a hamster on the list. Did see it; there were two of them. Heard a rumor someone ripped the hamster in half.
- Times where someone would hand you a beer and tell you to drink it. Never had a problem with it. Never a situation for me where someone said "drink this handle of liquor." Just told me to do it and I did it because I wanted to. I drank more than other people. I probably drank close to 20 beers spread out over 8 hours.
- Other physical activity
 - Made us walk back to the camp. Drove the trailer, dropped us off ½ a mile away, then walk back to camp. Took 15-20 minutes to walk back.
 - There was a relay where people ran back and forth. I had to walk on hands while buddy held legs. Next guy had to somersault or roll to next guy. There were no barrel rolls but we were rolling in the relay. Person elected QB, spun around, threw ball, had to hit new man in butt with ball for next person to do next thing.
 - Had to shotgun beer for the person after me to move on from the relay. Next leg was rolling, he'd roll, he'd get up, shotgun beer, next person would do thing.
- o I was not paddled. Expected to be. But I wasn't. I am not sure if anyone else was.
- O When I branched off with old men
 - Me and other went out with old men, walked behind the house. Had to drink gross tomato drink you get at a gas station.
- O Wouldn't characterize the things I did as hazing. Had a positive experience. But by Student Conduct's hazing, beer chugging would be hazing.
- O Slept 2-2.5 hours out by the fire. See people nodding off. I got to sleep about 2:30-3:30. Woke up 5:30-6 in chair.

Had not heard about accident. Heard about accident about halfway through trip. Driver pulled off to a gas station, noticed texts, told everyone to read texts. Text said to wear seatbelts, switch out drivers, but was told everyone was okay. I simply didn't volunteer to drive. Everyone else left because they were	$\sqrt{}$
ready. No concern about anyone not being able to drive.	
• Old men were the seniors:	
was not there.	,
• Prayer sessions at other peoples houses. I didn't do a lot with Cowboys. Hung out with friend group close to Nicky. I was in touch with Nicky's parents so I knew about the updates on him and didn't speak up when I had new information because I didn't feel it was my place.	$\sqrt{}$
• Spoke about this incident with mom, aunt, friends in Group of students I am close with.	χ
 Given no instructions about this meeting. Called told not to worry. Mom's good friend is a lawyer. Said there was nothing to know besides to tell the truth. 	
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Investigator Name Date Date Dat	18

Investigators: Melissa Wommack, Dorie Kaye

Date: December 7, 2018

Student Organization: Texas Cowboys

- Oldman,
 Joined
 Cowboys
 Has been
- Hasn't been to past two ranches
 - Went to ranch
- His ranch was pretty low-key, more about team bonding
- Didn't participate in sock wrestling or Oklahoma drills
- One relay race at ranch
- breakout session
 - O Were oldmen there at his ranch
 - o Getting to know each other
 - o No consumption of weird things
- Got in the trailer and had to make his way back
- No chicken at his ranch
- Saw an octopus at ranch cooked and thrown away
- Hamster incident
 - o Hasn't seen the hamster but has heard about it
 - o Not sure which group is involved with the hamster
 - o Didn't see or hear anything about hamster at his ranch
- Thought his ranch was fun and no one did anything excessive got to know the oldmen better
- For the night get put up done during party's back to school night
- Don't do any tap out
- Go to dinner night before they get their chaps
- Nothing physical involved
- Talent show
 - Newmen to showcase their talents
 - o They can do whatever they want
 - o For his did a dance with a couple guys
 - Not held to anything
 - o No one was demeaned
 - o Usually takes place at a fraternity house or somewhere off campus
- Wasn't able to be at meeting last Wednesday
 - o Some of the guys punished were part of his newmen class
 - o Tough to hear, but right decision

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Student Name		Date
Melissa Hommach	WAN	10/7/18
Investigator Name	Investigator Signature	Date

Investigators: Melissa Wommack and Katie Goodwin

Date: 11/28/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Member of
- Currently a at UT studying
- Expectations when becoming a Newman they had to acquire a certain amount of service hours, go to the Rosedale School and spend the afternoon with a special needs class, go to a Ranch retreat one of the first weekends, initiation would be at the end of the semester
- Preparation for the retreat
 - o Given a list of items to buy for a barbecue that the Newmen would put on for the Oldmen food, drinks, chips, etc
 - o All Newmen paid for the items later split the cost
 - o They were dropped a pin for the location of the Ranch
 - o They were given the list on Friday and the ranch was Saturday
 - o He drove to the ranch with other Newmen
- The Newmen moved trash cans out of the way, mowing grass to clear the area, move ranch equipment out of the way before the Oldmen arrived
- The Newmen were with the Oldmen
- The Oldmen arrived on a bus and the Oldmen ate first and then the Newmen grabbed food and they sat together and ate
- The Newmen hung out with each other and their Oldmen who are in their individual organizations ex. was with his Oldmen there is another Newman,
 - Oldmen were at the retreat
 - o Probably half of the Oldmen were at the retreat
- When he was with his people, they talked and spoke about the legacy of Cowboys
 - o and the other Newman were excited to be there and talk to the Oldmen
- He slept in the passenger seat of a car that he drove up in after the campfires probably went to sleep around 4:45-5am
- The trailering and relay races happened right after the dinner and before they broke up
 - o They were split up into two teams for the relay race they each had a role on the relay, he and another guy did a wheelbarrow type race one was on their hands and the other held their feet; they had to drink a beer and go down and come back

- O Trailering after the relay race, all the Newmen got into the trailer and the Oldmen who take care of the cannon talked to them about the legacy of the Cowboys and then the Oldmen drove them in the trailer for maybe 5 minutes
 - The Oldmen dropped them off and said before you get back you need to know everyone's name, organization, and hometown
 - The Newmen followed the tire tracks back to the camp it was all on the same property
 - The Newmens' phones and keys were taken
 - They brought a chicken with them (named Carla), the chicken rode with them in the trailer, and they left the chicken at the ranch
- He woke up around 7:30am he stated that a lot of other people woke up around the same time
- They picked up some of the trash from the night before, the trash bags were put in the bed of someone's truck so they didn't leave the trash there
- They reconvened to check if everyone was good to drive there are guys in Cowboys who don't drink at all and they knew who was able to drive
- The Oldmen left on a bus after the Newmen
- It wasn't specifically communicated
- He wasn't around when it was determined that would drive
- He did not consume any unwanted substances because he was with his oldmen
- He never even saw the hamster or octopus as he was not in the car that drove up with them
- He denied being paddled or being aware of anyone being paddled as a Newman
- He hasn't felt a power dynamic in being a part of Cowboys
- He thinks that the values of being a Cowboy are very similar to a lot of the time that he spends in Cowboys is with the Oldmen
 - o He is not aware if fraternity culture runs over to Cowboys

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Student mame	Student Signature	Date
Melissa Wommack	nfm	11/28/18
Investigator Name	Investigator Signature	Date

Student Name: Investigators: Melissa Wommack, Amy Glasscock Date: December 5, 2018 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral: Attended his newmen ranch , but arrived late due to another event o Was there for breakout sessions with other O Sipping on beers while discussing what it means to be a cowboy, etc. Not forced to consume alcohol Student attended this past ranch o Student wasn't aware of what sock wrestling was, didn't see anything like that o Saw Oklahoma drills at the fall ranch o Didn't see any extreme amount of alcohol consumed o Mostly hung out around the campfire Student did not recall live animals at his ranch Student did not recall anyone getting injured at the spring or fall ranch • Student went to sleep inside the house at fall ranch • Tap-out ceremony o Optional and voluntary o "We can tap you in as a formality" o Student felt comfortable asking them to stop if he was uncomfortable or in pain

- o Paddling is something they are phasing out
- o Took place about a week before official initiation
 - Happened at house
 - Just for
- o Newmen could do the reciprocal to oldmen, but student chose not to
- o Number or strength were not excessive at all
- One other newmen and one
 - Was there because the an oldmen, was his roommate
 - Came later after completing an assignment
- Ranch is intended to assimilate newmen into the organization and time for getting to know other members.

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Student Name	Student Signature	Date
 Investigator Name	Investigator Signature	Date

* Student forgot to sign meeting notes. Left voicemail on December 5 and December 12 forstudent to Comeback and sign. - Army Blass cock

Investigators: Saralyn McKinnon-Crowley, Katie Goodwin

Date: December 4, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Joined the Cowboys in
- Member of
- Put up by Oldmen in
- At his ranch
 - o The Newmen grilled food for the Oldmen
 - o They did a shotgun race amongst the Newmen class
 - o Played a tug of war game amongst the Newmen class
 - o Played a version of football where all the Newmen went after to try to bring the football back
 - o Took them out and deserted them about a mile away from the ranch
 - o Newmen fired the cannon
 - Everyone went off into their separate group he shotgunned beers with the Oldmen in Newman and the Oldman were also present
 - The Newmen were provided with a shopping list food, grilling equipment, picked up a 25-foot rope for tug of war, no live animals on the shopping list
 - o Denied having to consume any gross or unwanted substances
 - Denied being sleep deprived at the Ranch ranch took place from evening to 1am, but after that he slept in his car
- Heard about the car accident the following morning one of his Oldmen, informed him
- The Cowboys had meetings the following week his Newmen class met
- Denied being provided instructions about what to say or what not to say about the accident
- Denied being provided instructions about meeting with Student Conduct
- Did not meet with an attorney during the independent Cowboys investigation into the accident
- Denied being paddled or physically hazed within Cowboys

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Student Name

Student Signature

Date

Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our

Saralyn McKinnon-Crowley Investigator Name

nvestigator Signature

Investigators: Robert Leary, Katie Goodwin

Date: December 3, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Currently an active member/Oldman, serves as
- at UT
- Joined Cowboys in
- Affiliated with
- Application process for Fall 2018 Newmen the Selections Committee chose their committee members at the end of spring 2018, they do outreach to meet different students around campus, Newmen candidates get to meet Oldmen and do interviews in the beginning of the Fall 2018 semester, they have two dinners for Newmen (first week of September before interviews), Oldmen do "office hours" on campus to talk about joining Cowboys, you're selected and then the induction happened on September 27th
- No events between the induction and the Ranch
- If Newmen don't meet expectations, no consequences but the Oldmen in their organizations would hear about it from and they would talk to the Newmen
- Definition of hazing anything physical or mental that they don't want to do, a form of intimidation, would agree that even if someone voluntarily does something, that would be considered hazing
- Has not been subjected to any form of hazing in Cowboys, has not witnessed any nor subjected anyone to hazing
- •
- His Ranch a closer location, Newmen drove out there but the Oldmen were there before, Newmen cooked, broke off into small groups (Oldmen built fires and they went and talked to each other, Newmen played football game), also were put in the trailer and had to find their way back to the camp
- they would talk to each other in their separate group time, reiterate the values of in Cowboys, they did drink if they were 21 and above
- Reported that nothing unusual was brought during his Ranch
- Reported that no live animals were incorporated into any Ranch he has been to
- Denied witnessing any ingestion of unwanted substances heard a rumor about the tobacco laced hot dogs but has not witnessed this
- Heard the hamster rumor first time he had heard of the hamster happening was this semester
 - o Heard that someone bit off the head of a hamster at the Ranch about 3 weeks ago
- They've had different people come to speak at their meetings since the accident
- Denied being paddled as a member of Cowboys or witnessing anyone be paddled
 - o Under the assumption that that ended in the 1990s

before the accident, but it wasn't passed in	in the bylaws	
o had a meeting with alum	•	thin the first week of
school) to discuss the group's bu	*	
of a Judicial Board	8	,
 The Judicial Board was officially 	created (on paper) after the	e accident
•	are	e the
Oldmen; is the	Newman – he may	have been by the fire
when everyone broke off into the group t		J
o The other four Oldmen weren't at		party that night
	ž	
I understand that in an effort to encourage report	ting of hazing incidents, th	e law grants immunity
from civil or criminal liability to any person who		•
without malice to the Dean of Students or o		9
immunizes that person from participation in any		
might otherwise be incurred or imposed as a resu		<i>y</i>
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Student Name	Student Signature	Date

Investigator Name

Investigator Signature

• Executive Committee met with their Judicial Board (3 alumni, current Oldmen - the

- the Judicial Board was formed this semester

Student Name: Investigators: Dr. Andel Fils-Aime and Christopher Swanson Date: 12/3/18

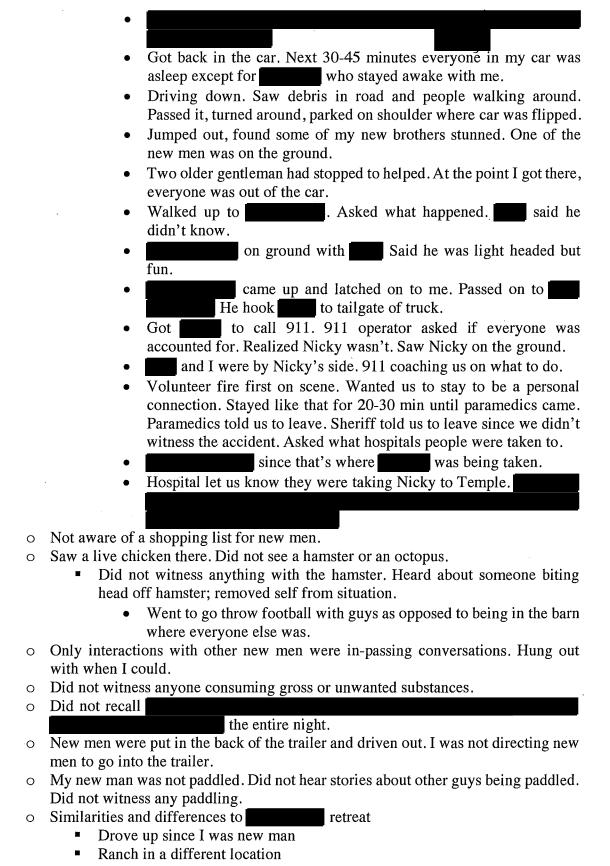
Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

•	major.			
•	Got into Cowboys			new man). Member of
			is the one new	man who came through
	Fall 2018.		_	

- O No formal role in Cowboys. Helped select the guy from that the org wanted to put up. Rest to the New Men committee (5-6 people)
- Definition of hazing: Agrees with student conduct definition of hazing.
- Retreat
 - o Met at Sigma Chi house for old men to get on a bus (around 7p).
 - o Got to ranch about 10:30p
 - New men had burgers and hot dogs out.
 - Sat around fire and hung out
 - New men played football game, did relay races, then they all got in a line, introduced themselves, and got to fire off cannon.
 - New men were also playing Oklahoma drills. New men finished up football game, new men committee got everyone together and picked new men to do Oklahoma drills
 - New men were doing barrell rolls. Not sure if my new man did these activities
 - New men were playing dizzy bat.
 - Then gathered back around fires, told stories, then things wound down.
 - Delta fireside experience
 - Talked new man through enjoying moment, enjoy semester, talked through expectations for what it was going to look like. Not more than 10-15 minutes of hanging out together.
 - o At the ranch until ... that's when I drove home.
 - Wanted to sleep in own bed and weren't sure on sleeping arrangements. Had not drank, felt comfortable driving home.
 - truck.

 were also in his car.
 - First car on site of the accident
 - Went to told him we thought about leaving. Told who was in his car. asked to be texted when home safe.
 - Had not spoken with guys who left who were in the accident. They followed me out of the ranch, we got ahead of them.



- We had to bring items
- We did not have a football game
- There were relay races
- My one old man was not at the ranch so we didn't have organizational time
- We did get in the trailer and were driven out.
- We did sit around the fires and old men told stories.
- Cowboys got back to Austin. Cowboys got together at 60-65 people. Guys didn't know what happened. It was about explaining the situation and supporting each other. Prayed, broke up into small groups, talked it out.
- Cowboys meeting: said launching internal investigation. Introduced to attorney, said he'd be reaching out and that he could be asked any questions.
- Given no directive on what to say in these meetings.

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Student Name	Student Signature	Date
Andel Bls. Ame	Kul He	-12/3/18
Investigator Name	Investigator Signature	Date

Investigators: Melissa Wommack, Katie Goodwin

Date: November 30, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Oldman joined Cowboys in
- at UT
- active member
- Went to Ranch in
 - o Spent the night at the Ranch, encouraged to do so
 - o Getting to meet the Oldmen
 - Oldmen and Newmen o Oldmen of Newmen
 - o Didn't play football or dizzy bat
 - o Confirmed there were breakout sessions
 - o Ran around and caught the football
 - o They were put in the trailer and made to find their way back to camp
 - o Denied being paddled as a Newman
 - o Denied being made to consume any unwanted substances, denied eating or knowing about tobacco laced hot dogs
- Did not have a lot to do with this semester's Ranch planning

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Student Name

Kathe Goodwin

Investigator Name

Investigator Signature

Investigators: Melissa Wommack, Dorie Kaye

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- •
- specific cowboys traditionHad P Terry's with newman (
- Not at the meeting where some people were removed from organization but heard about meeting
 - Heard that people from different organizations and in leadership roles were suspended or removed
- Left this ranch early wanted to leave so they took him home

 while playing football
- Organized transportation and more people at fall ranch compared to spring ranch
- Had sock wrestling at his ranch but not as organized
 - o This ranch more organized and structured which could be more intense
- Sense of togetherness since the accident

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Student Name

 $\frac{12/5/18}{\text{Investigator Signature}}$ Date Melissa Wommach
Investigator Name

Investigators: Katie Goodwin, Dana Kwiatkowski

Date: December 10, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- •
- Spoke to about this. Here was "out with Cowboys".
- Came out very drunk, more than ever seen him before
- This was in
- Nicky drove home on his moped
- He was probably trying to hang out, low key "hope they like me" in an effort to join cowboys at this party
- Doesn't think he was forced to drink, but thinks he was trying to impress them
- Was in
- Nicky felt like he had to be this person, sociable/people knew, when he pledged kappa sig, and he was php, he felt like he wasn't doing enough.
- Wanted to join cowboys because it was a prestigious organization and then be a part of something prestigious
- If there was something they wanted him to do, where they were leveraging the organization over him, wouldn't be surprised if he did it.
- Suseptable to that.
- Didn't know there was a backpack, until told him

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Student Name

D

Date

nvestigator signature

Date

Student Name: Investigators: Andel Fils-Aime, Katie Goodwin Date: December 12, 2018 Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
 Currently a active member Each fraternity that's a part of Cowboys can put up 3 people every calendar year He's a Newman this semester, along with members are currently in Cowboys Selection process for Cowboys – interviews, meet and greet, dinners A couple of weeks in between interview/selection process and the retreat Newmen arrived to the ranch around 7pm
Newmen grilled food, had fires set upOldmen arrived
 Talked to Oldmen around a campfire The Cowboy whose family owned the ranch was already there when the Newmen arrived and a couple other guys is pretty sure that , was already present Rest of the Oldmen arrived probably an hour after the Newmen arrived
 Newmen played football until it got too dark and they couldn't see Anyone who was an athlete didn't play Just the Newmen played Described it as "really ugly" football since it was a small field and a lot of guys Tackle football
 Doesn't think he was there during Oklahoma Drills – doesn't remember Oklahoma Drills but remembers playing football
• Shopping list – he did not purchase anything off the shopping list as he was doing a service event at Rudy's beforehand for the Cowboys, he did see the shopping list in a mass text • When he got to the ranch, one of the guys forgot to get hamburgers so the guy went to Walmart to get hamburgers
he didn't notice the alcohol on the shopping list Noted that someone did bring a chicken to the ranch Someone had the hamsters in their Petsmart boxes Doesn't remember there being an octopus at the ranch
• He drove up to the ranch with a couple of guys in his Newman class –
 and two other guys Guys shotgunned beers during the ranch – both Newmen and Oldmen
 The hamster – When everyone was within their own organizations

- o He didn't see anything with the hamster since it was not what his organization did
- o He heard that a kid bit off the head of the hamster
- o There was a campfire in the middle which is where the were
- o The barn was off to the side
- o Everyone was a distance away from each other so you could not see what was going on with others or hear what was happening
- He was still at the ranch when he heard that the hamster incident happened he was shocked that it occurred
- o Did not hear of this happening at previous ranches
- Relay race between Newmen
 - o They were split into teams from the football game
 - o Competitition of who pulls the cannon first
 - o He bearcrawled with chips and mustard in his shirt -his part of the relay
 - The person on the other team, who was racing against, also had chips and mustard in their shirt
 - Oldmen, it could have been one of the Oldmen but he does not remember specifically
 - O Some guys had to shotgun beer, some had to throw the football back and forth
 - o Did not have to chug a gallon of milk during the relay
 - o Thinks human wheelbarrow was part of the relay
 - Oldmen were watching the relay
 - , was overseeing this
- would go around and put tabasco in some Newmen's beers while they shotgunned this also happened in some separate organizations during their individual time
 - o For example, the other Newman had tabasco put in his beer
- group time some of the Oldmen were talking about their experiences in Cowboys, lasted for probably 30 minutes or so
- Definition of hazing forcing someone to do something that they don't want to do
- Does not feel that hazing took place at the ranch because if you didn't want to do something, you could have said no
 - O You could have told or one of your Oldmen if you didn't want to do something
- The Newmen were driven around in the trailer that holds the cannon and they were dropped off somewhere on the ranch site
 - o They had to follow the sound of the cannon to get back to the ranch
 - O Less than an hour to get back to the ranch
 - o They were responsible for walking the chicken back
 - o They weren't told of any consequences if the chicken did not come back
 - O When they made it back, they were inducted as Newmen and they got to fire the cannon (felt more official than the induction ceremony at the stadium since the cannon is an integral part of the organization)
- There were places for them to sleep if they wanted to it was made known to the Newmen that they were welcome to stay and sleep

	O He noted that most everyone slept except for the people in his car and the other car that they left before them (with the
•	He was not paddled at the ranch and he is not aware of anyone being paddled at the ranch
•	After they got back from being dropped off in the trailer, the cops came after the cannon
	was shot off and the cops fired the cannon themselves
	o is not sure who they talked to but it was not a long conversation
	o The police saw the cannon and got to fire it themselves
	 The ranch was located somewhere near Killeen
•	After this, the Newmen rotated campfires
	 Different Newman classes from the past were at different fires and they told stories After this, and the people in his car left
•	A few of the guys in the car wanted to get back had a
	on Monday morning
	O He was driving his friend's truck back, not his own car
•	
•	
_	He noted that the car behind them with the was there shortly after the accident – felt
•	He noted that the car behind them with the was there shortly after the accident – felt like they were there within 5 minutes
•	The they were there within 5 minutes
•	The pulled away when they were looking for Nicky so he did not see when
	they found Nicky
•	Probably 20-30 minutes later the emergency vehicles began to arrive
•	He didn't go to the hospital to get checked out
•	drove from Austin to pick them up
•	They were waiting at the site of the car accident for a few hours
•	drove them straight back to Austin
•	He called his mom after the accident and didn't look at his phone for 3 days or so afterwards
•	Everyone in the Cowboys reached out to him, they were checking in on him constantly
•	He didn't attend the vigil/prayer meetings – same guys went to his apartment to check on
	him O Constantly 10 or so Cowboys in his apartment at any given time
•	O Constantly 10 or so Cowboys in his apartment at any given time He was interviewed by the Cowboys independent investigator with Brian Roark, his
-	advisor, present
	O Very similar to Student Conduct meeting
•	He was still in when the Cowboys alumni association removed people
	from the organization
	o They did not take action against
	o They did not specify what
•	The drive from the ranch to Austin was 2.5 hours

_	Because	ha	11700
•	Because	ne	was

• He talked to multiple guys before they left – he talked to who asked if he was ok to drive and he talked to his Oldmen too

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Investigator Name

Investigator Signature Date

Date

Investigators: Christopher Swanson and Robert Leary

Date: 12/6/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- . Role with Cowboys this semester has been non-existent.
- Joined Cowboys last spring (). Also affiliated with
- Definition of hazing: Forcing someone to do something they don't want to do to get into the organization.
- My retreat: normal food the entire time.
 - o Tabasco is there but not tobacco. It was a choice.
- The year we went, focused on grill. Shopping list was charcoal, food. No live animals. Heard about hamsters in the past. Thought it was a rumor.
- old men (only was present; new men in my class) Spent org time with
 - o No hazing. Hung out, drank with guys, talked about what it means to be a Cowboy. No paddling.
- No direction of what to say or not to say.

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Student Name Student Signature Date but lemy

Investigator Name

Investigators: Melissa Wommack, Katie Goodwin

Date: November 30, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- •
- Volunteered to be in charge of cooking at Ranch
- Relay race bear crawl race; "anything before the race
- Trailered off, a mile or less, and walked back to the campsite
- Chose to put phones away so they didn't lose them on the ranch
- Back at camp, they got to fire the cannon and keep the shotgun shell
- During breakout time, they just hung out and had brought a piece of cake for their oldman because it was his birthday
- Wasn't aware of the the hamster besides rumors doesn't know what was done with them or doesn't know if they made it back to Austin
- Was not paddled, and doesn't know if anyone was
- with the guys from didn't want to sleep there and was ready to go home. Left around maybe.
- Everyone was trying to help Nicky and others when they came upon the accident. Not sure how much time had lapsed but thinks it had just happened and they had not yet called the cops, trying to get their bearings.

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Student Name	SHIGENI SIGROUPE	Date
Student Ivanic	Student Signature	Date
Eatile Goodwin		11130/18
Investigator Name	Investigator Signature	Date

Investigators: Dr. Andel Fils-Aime and Christopher Swanson

Date: 12/4/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- in spring.

 Involved in no other orgs besides () () This past semester I was ().
- Definition of hazing: forceful act of making another member of your organization do things they don't feel comfortable with to be a part of your organization.
- had a day party that day with
 There was new man:
 No old men went.
- Shopping list: heard rumors, but haven't seen the list.
 - o Rumors heard
 - Issue with a live hamster. My new man experience: never saw a live animal. Wasn't one on our list for new man experience I don't believe.
 - Heard about someone biting off head of a hamster for fall 2018 retreat
 - Not common in Cowboys
- My retreat
 - o Big bbq
 - Relay races
 - Kick a football, run, be the first to grab it.
 - No shotgunning of beers or alcohol at relays.
 - o Football game
 - No Oklahoma drills.
 - o All loaded up in back of truck, went 10 minutes out of the way, got dropped off, learned everyone's names, then walked back to home base.
 - o Did not fire cannon; my retreat we were inside city limits.
 - o Every organization breaks off into their own groups.
- Fall 2018 Retreat
 - o Did not hear of my new men being forced to consume alcohol.
 - o Did not hear of Oklahoma drills
 - Did not hear of tobacco laced hot dogs
 - o Did not hear of anyone chugging milk

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Student Name

Investigator Name

Date

Ínvestigator/Signature

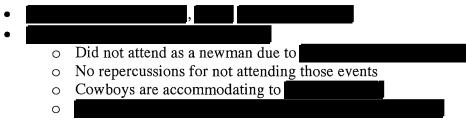
Date '

Investigators: Melissa Wommack, Amy Glasscock

Date: November 29, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:



- Student participates in as much as he can, like services hours, etc.
- Student did not feel uncomfortable as a newman with the power difference between oldmen and newmen

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

Student Name	Student Signature	Date
Melissa Wommack Investigator Name	Investigator/Signature	11/2-3/18 Date

Investigators: Dr. Andel Fils-Aime and Christopher Swanson
Date: 12/3/18 Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
 Not the most active member of Cowboys due to involvement with went into Cowboys in Fall 18. in Cowboys Definition of hazing: forcing someone to do something they don't want to do. Did not witness or experiencing hazing in process of becoming a Cowboy. Has not witnessed hazing in Cowboys.
 the Sunday following the retreat. Saw texts about Nicky being hurt. Heard there had been a wreck. Had not heard about activities that occurred at the ranch. Had not heard about football game, Oklahoma drills, shopping list, chicken, octopus, hamster, relays, mass quantities of alcohol being consumed, gross or unwanted food being consumed. retreat: It was a year ago. Don't feel comfortable presenting information that not sure 100% truthful. Do not recall the retreat. No Cowboys meeting the Wednesday after the accident. There had been a vigil at Kappa Sigma.
I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.
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Student Name Student Signature Date
Andel 51s Ame Investigator Name Investigator Signature Date

Investigators: Melissa Wommack, Dorie Kaye

Date: November 30, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Joined cowboys because he really respected the who were in cowboys
 Was at ranch this semester
 Was at ranch semester he joined cowboys (
 His ranch designed similarly to this one
 Did not do the relay race his year
 Breakout session

 Just meet with
 Being
 is super respected among the cowboys

 Slept at ranch
 Was asleep when
 His breakout session was just talking
 is Newman from
 Five other oldmen from
- Breakout sessions are by affiliation
- Meetings after accident
 - o Was at meetings
 - o Everyone is experiencing the situation differently
 - O Was a change to get together and grieve together

•

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S	3	Date
Melissa Wommack Investigator Name	Investigator Signature	11/80/18 Date

Student Name: Marie Goodwin and Christopher Swanson Date: 12/3/18
Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
• New man in Cowboys. Also affiliated with Joined the Cowboys at the beginning of the semester.
• New men drove up to the ranch in separate cars. Then set the ranch up. I for the football field.
• We knew we'd play football. When we looked around, it was
• Bus of old men showed up to the retreat "way later." Believed to be around two hours after we arrived.
• Believe the old men showed up, we ate food, then drinking games/relay (doesn't exactly remember order of events)
 Relay was optional Relay race—everyone had their own specific role. Football pass
• Part of the relay.
Wine bag we drank as a teamEverything optional/told us we could step out.
 Specific role: think I drank wine bag or shot cannon when we were done.
• Wine bag chugging was conclusion of the event. Then you ran to the cannon.
• Football game started. Went up to He said if you feel uncomfortable you can sit out. I went up to him, said okay to sit out. Still decided to jump in and play.
• The old men then had us get into the trailer.
There was a chicken in the trailer; one guy's responsibility was to hold the chicken. It wasn't in harm or freaking out; the man was holding the chicken and it seemed docile.
O Heard stories about getting into trailer. We were in the trailer no more than minutes and drove no further than a mile. Took about minutes to get back to the camp.
• List of things to bring: don't remember personally getting instructions. May have been sent
to leaders. Remember it was known amongst everyone we needed to pick supplies up.
• After trailer, everyone fired the cannon, then we went to separate groups.
 Went with since no other there. Hopped in truck, drove away from everyone, emphasized that there's a good working relationship between and and expectations are high for new men.

Told me how much they wanted me to succeed and how they were hoping I wouldn't let them down.

- o No drinking at this time.
- No point I had to consume unwanted substances. No tobacco laced hot dogs.
- Heard "wild rumors" about a hamster. I didn't see it, wasn't around when it supposedly happen. Did not see any hamsters.
- Was not paddled at the retreat or as a new man. Do not know of anyone who was paddled or struck.
- Football and relay race were the only physical activity. No calestethics. There were Oklahoma drills after football game; I volunteered to do them. People who didn't want to do them didn't have to.
- Been no hazing; everything was low risk, everything was optional.
- Drove up in car that was in the accident. Had conversation with Nicky). Said I have stuff to do, let's go back early. But had started drinking to celebrate the night and going to the different fire pits to hear stories. Anyone could have gone to bed in the ranch house; not forced to stay outside. I probably drank too much, went in to go to bed, car had left when I woke up. Think what happened was an accident.
 - O Wallet and watch had been in car involved in the accident. Got items back from
- There had been a prayer group a few days after I went to. Only thing I can remember. Possibility there was another meeting.
- Cowboys met at a pizza place the other day; lawyer told them to tell the truth.

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VIII COON IN Investigator Name

Investigator Signature

Date

Investigators: Melissa Wommac

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

• Student attended

fall ranch

- Newmen ranch
 - o Didn't play football or do Oklahoma drills at his ranch
- Fall ranch
 - o Distance was biggest factor, events started much later
 - o Was the only oldmen representing that fraternity, only one newmen this semester
 - Did not break off with other groups
 - Student's newmen had been drinking pretty heavily, so student was more concerned with providing him with water
- Cowboys emphasizes not forming cliques
- Student heard that something like Tan-Out happened with his fraternity in the past but did not experience it
- Students weren't pressured to participate in Oklahoma drills or consume alcohol
- Recognizes the difference in tone and between Cowboys and fraternities

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Student Name

Date

Melissa Name

Date

Investigator Name

Date

Investigators: Melissa Wommack, Amy Glasscock

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Oldman, , joined , affiliated with
 - o No leadership role in Cowboys
- Student attended
- Student was with his oldman during break out time
 - o Shotgunned a beer
 - O Doesn't remember much of his experience
 - o Recalls rotating through campfires to talk to different people
 - emphasized not participating in forced consumption of weird foods
 - o Did not participate in a tap-out/paddling ceremony
- Alumni chapter did not disclose many details but suspended/expelled members
 - Last Wednesday
 - o was not at the meeting
 - led meeting
 - Both experienced disciplinary action,
 - Did not share details about that decision
- Has felt very respected as a member in Cowbovs and that's the culture in the organization

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Student Name

Missa Wommach

M

Investigator Signature

Investigators: Melissa Wommack, Katie Goodwin

Date: November 30, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- o Joined Cowboys in
- active member
- Present at Ranch in Felt like this Ranch was different
- Ranch is done at a different place each year a Cowboy's family offers up their own ranch to use
- During this year's breakout group time, the sat by the fire, reflect on the experience they've had already, bringing people together, talk about old Cowboys, how this semester is going to look
 - o Denied any traditions in group time other than sitting and talking
- Has heard of hamsters being used within the Cowboys thinks it's a rumor/scare tactic
 - o Hamsters were not on his shopping list as a Newman
 - o Chicken was not on his shopping list as a Newman
- Denied knowing of any paddling happening within any individual organizations at Ranch
 - o Thinks he would have been able to see any objects used to paddle since the Oldmen went up on the bus together
- Confirmed that being trailered off and left to find their way back to camp is a Ranch tradition and happened at his Ranch
- Some yelling happening during a race, like yelling happening at a sporting event no yelling demeaning names
- He was one of a few people who stayed up the whole time may have slept for an hour or two
- Knew that and and the others were going to leave earlier in the night since they had to go back to school events, was not present when they actually left
- Bus came around 8-8:30am to go back to Austin
 - O This was the first year they had a bus
- They helped clean up the ranch before leaving
- An unofficial Cowboys meeting, more like a prayer thing, happened the same day as the accident
 - o Met together to be together, to support each other
 - o No attorneys present at that meeting

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Student Name	. Student Signature	Date
Melissa Wommack Investigator Name	Investigator Signature	// /38 //8 Date

Investigators: Christopher Swanson and Dorie Kaye

Date: 12/7/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Joined cowboys
- friend helped him through process
- Considered
- Only been to ranch
- Lots of don't go to ranch
- Hazing is forced mistreatment from others
- Haven't heard of anything happening in cowboys that he would consider hazing
- .
 - o About an hour away from Austin
 - o All the newmen and a bunch of oldmen
 - o Grilling burger and hotdogs
 - o Gathered around fireplace to meet everyone
 - o Played football on the grass
 - o Didn't spend the night
 - o Newmen mostly prepared the food
 - o. Informal basketball game
 - o Football was organized
 - o Didn't participate in Oklahoma drills
 - Relay races shotguning beer faster than the opposing team; oldmen and newmen participated
 - o Lots of guys chose not to drink alcohol so used sprite instead of beer
 - o Put newmen in a circle and told to remember name and organization
 - o He left before the newmen were trailered
 - o Breakout session with a larger talking around the capfire
 - o No paddling or forced consumption
 - o Live hamster at his retreat
 - o Heard they bit on the hamster; not sure if they tore head off
 - o Not sure who was responsible for that
 - o Has been done fairly common
 - o No chicken or octopus at his ranch
- Fall 2018 ranch
 - Learned about accident the morning after
 - o Know some of the same activities happened
 - o Know there was a hamster at this ranch and that someone bit its head off
 - O Doesn't know if anyone ingested anything gross

- o Didn't hear about anyone being paddled or forced to consume alcohol
- Only been to one meeting since ranch
- Know that by alumni president
- Heard about a lawyer talking to organization but hasn't seen him
- Not told what to say at meetings today
- Tap in gathering
 - o Was hit with a paddle
 - o Said they didn't have to if they didn't want to
 - o Gathering took place at the zbt basement
- Didn't go to his talent show
 - o Newmen participate, not made to
 - o Messing around with the newmen but not anything aggressive

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Student Name

Student Signature

Date

12/18

Investigator Name

Date

Student Name: Investigators: Dr. Andel Fils-Aime and Christopher Swanson Date: 11/30/18 Student Organization: Texas Cowboys	
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:	
 Joined because I heard there was no hazing in work. In regards to work, there's no formal application process. Your acceptance is based on whether the guys like you. Knew about them through footbar games are viee. Got put up by for Cowboys. Each org involved in Cowboys can put up two men for 	
 Cowboys. Went up in and didn't make it. Went up again in and made it. Our new men retreat was 3 weeks after induction. That's when I got the "taste for hazing." looked after me the entire night. I appreciated that knowing it was a potentially hostile environment. 	
 Fall 2018 retreat was more intese. Seemed different. didn't do much at all. Didn't see hazing at that retreat. Retreat fall 2018 	
organized a bus for the old men. Didn't know anyone who drank and drove but that was a concern so he figured it was a good idea for the old men to have a bus. Not sure why the new men did not have a bus.	
 Got to the retreat site late. Think they had been prepping food. We ate, talked, and went up to my new men with them if you feel uncomfortable and don't want to do anything, let us know and we'll pull you out. There was a point we pulled both of them out. I think it's the start of the 	
football game. We aren't in pads, this is stupid. Guys encouraging to play; the new men stayed by us. We feared for one of the new men because he's smaller. • Started doing Oklahoma Drills without pads. Went to	
and told him to stop. O Relay race was next. Stayed by the new men to make sure they were safe. Some guys were pouring tabasco in beer cans. Went inside during the relays. Didn't see specifics of the race.	
 Part in the night where the cannon crew drove the new men to a location and the walk back. 	
 Then the cannon was fired. At this point had Tabaco on his shirt. Took his shirt, wiped it off. Not sure 	
how it got there. did not know who did it. Told it was not okay. After that, split up into orgs. Took the new men aside (went with old men and his new men). brought over mustard.	

- asked the new men what they wanted to do. They wanted to drink beer and talk. They drank two beers, I had a couple.
- O Police came and did nothing (after the cannon firing). The police asked what was going on. An old man explained they were an org with UT. Police walked across site and fine the cannon.
 - Were told to go to the back of the site while police were there.
- Heard other organization hazed dramatically more. Heard it, never saw it, so can't say conclusively.
- O Hamster: we were with guys. Told to go into a shed. We didn't go in; we stayed outside. There was talk there was a hamster. Didn't see it happen. Most of the guys walked out and had bad looks on their faces and were shaken. Don't know who's idea it was. Made me feel terrible.
- O Not aware of anything that happened with the chicken or octopus. Those would be questions for the end of the
- O Went to individual fire pits and talked about stories of old Cowboys. That was about it. About 3:30 or 4a at this point. People began going to bed. We brought hammocks to make sure our new men had a place to sleep.
 - Heard people saying you need to stay here and you need to get sleep
- Heard day after a group had left earlier than the rest.
 The entire night ensuring
- guys were safe.

 Not knowing how the relay race went, not sure if new men were pressured to drink alcohol. As far as and I go, had a couple drinks and never drunk.
- O I did not see paddling. That would have taken place when we split up into orgs. Every org is responsible for what they did. doesn't haze. Did hear that there was paddling. That was a couple days after the retreat. But the paddling are a couple days after the retreat of the paddling. That's individual fraternities doing their own thing.
- o Me and a few guys drove back in about the accident into the drive.
- After the accident, met up as the organization. Met up as a support beacon.
- Told to be honest in the Student Conduct meetings. No cover up.
- In my opinion: no reason there should be hazing.

I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the

Office of the Dean of Students. I recognize that to meeting and that they may be edited for grammatical	* *	
will remain unedited.		
Vandant Name	Gradout S' contour	Dete
Student Name	Student Signature	Date
Investigator Name	Investigator Signature	11/20/18 Date

Investigators: Saralyn McKinnon-Crowley, Katie Goodwin

Date: December 6, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Joined Cowboys in
- He's
- Knew a few people in Cowboys, but when he applied he did it on his own
- Attended Ranch in Fall 2018
- Ranch.
 - o They had to buy food and other things to prepare for Ranch
 - o Newman arrived, Oldmen arrived an hour later
 - o They drank beer shotgunned the beers
 - o Doesn't remember any hard alcohol
 - o Tug-of-war was played, as well as a football game
 - o The Newmen got in the back of the Smokey the cannon trailer, they were dropped off and had to find their way back
 - They had breakout time amongst their affiliations there was only one other Newman (two Oldmen were and and
 - The Oldmen had the Newmen talk about their most valuable time in Cowboys and what their worst time so far has been, what they want to accomplish before they graduate
 - After everyone spoke, they each shotgunned a beer
 - After that, they just hung out
 - had the Newmen bring ice cream as a reward
 - and were just shotgunning beer after and left
 - Shopping list came from his
 - o After the breakout time, they had fireside chats
- This fall's Ranch was more organized versus his Ranch where everyone was just sitting around they had activities planned like a football game, the Newmen did a much better time preparing the ranch for the Oldmen's arrival
- Stated that there were no Oklahoma Drills at his Ranch, knows they played tackle football at this fall's Ranch
- When they're dropped off in the trailer, at least one Newman has a phone on them for a GPS (usually a dry guy)
- At his Ranch, they were quizzed on each other's name, hometown, and organization when they got back from the trailer drop off and they stood in a line when they were quizzed
- The cops came to the Fall 2018 Ranch because they were firing off Smokey
- Fireside chats seemed kind of dull at the Fall 2018 Ranch

• Heard that there was someone who bit off the head of a namster
o were right outside the barn
• Heard that it's a tradition from the
o This did not happen in the Ranch
 Only heard about that rumor this semester
• Denied having to consume any unwanted substances other than the tabasen sauce in heer
shot guns-
Denied being sleep deprived at either Ranch he attended
 Denied being given instructions on what to say or what not to say by the Cowboys
o There was a meeting following the accident with alumni and a lawyer telling them
to direct any media requests
 Was present at the meeting last week where people were removed from the organization It was supposed to be a normal meeting – supposed to talk about formal and upcoming initiation
 The guys who were removed weren't happy The reason given was "for incidents at retreat" Around four people were expelled and multiple people were suspended or reprimanded
I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.
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Stu

Investigator Signature

Date

Student Name

Investigator Name

Investigators: Melissa Wommack and Katie Goodwin

Date: 11/28/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Selected late September, Ranch a couple days later
- Service hours, GPA requirement, community service
- Retreat prep bought food, drinks, tables, personally asked to bring hotdog and hamburger buns
- Drove to ranch in his vehicle, met at to load people and items
- Newmen weren't given the option to take the bus
- Guys who weren't planning to drink very much, "dry guys" were selected to drive
- Around 2 hours to travel to ranch, set up for the oldmen to get there, filled coolers, started grilling, someone mowed the football field to play and checked for rocks, etc
- When oldmen arrived, served them food, hotdogs and beers, all hung out together
- First activity was to play football, being an athlete he didn't participate
- Relay race his portion was to throw a football to others
- Was pretty up front that he didn't want to drink much, so wasn't made to drink in association with the relay race
- Recalled others having to do bear crawl up the hill and roll back down if they didn't want to drink at all
- The events/activities were decided/organized by the newman committee
- Got into the trailer and trailered away and had to use teamwork to get back Cannon Crew were the four that oversaw this activity
- Walking back was more of a social thing; took maybe 25 minutes to get back
- Was one of the beginning that the chicken would not be harmed; chicken was going to be used as the pet but thinks it may have been left at the ranch
- During break out groups (mostly drinking stuff like shotgun a beer; the oldmen did everything that they asked the newmen to do too
- The other oldmen took it pretty easy on him because they knew he doesn't drink much; there were sardines but didn't want to eat them, so the oldmen said, "ok, more for us" Some were ingesting minced garlic, sardines.
- Heard about the hamster incident, but didn't see it happen.
- Does feel like people have very different experiences based on their affiliation. The fraternity guys probably got it worse than he did.
- Saw the boxes with the hamsters (Petco or Petsmart) in them once they got to the ranch, but didn't see them after that.
- After break out sessions, did fireside chats.

- Did sleep from 230a-7a, woke up, cleaned up, left for Austin
- and Nicky were talking about going back early, but was asleep when Knows that they left.
- There have been a couple of meetir
- Yesterday, they got together when "ok what do we do" a lawyer was there. Don't ask any questions, just respond to their questions, if somebody has already had leave them alone
- The fraternity aspect is probably why the Cowboys are being investigated that isn't his scene. Only positive experiences for him. If there was someone responsible for Nicky's death, he would have talked to Nicky's parents.
- Would be willing to speak to investigators in the future if needed.

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content will remain unedited Investigator Nan

Wormach W/28/16 Investigator Signature

Investigators: Melissa Wommack and Katie Goodwin

Date: 11/28/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- An currently a Newman
 - o at UT
 - Got to know about Cowboys through an old friend
 "A fraternity for service guys"
 - o Very involved in student government from the start
 - o just apply to Cowboys –
- Oldmen –
- Preparation for the retreat
 - o He wasn't aware of what would really happen at Ranch prior to going
 - Oldmen sent the Newmen a list of items to pick up for the retreat, the Newmen bought it and the Oldmen reimbursed them with Cowboys money after
 - o The Newmen set things up when they got to the retreat, they cooked
 - o Retreat didn't really start until Oldmen arrived
- went off on their own got to know their Oldmen better
 - o They stood around and talked, drank some beer
- Events in order: football, relay race, walking back to the campfire, firing of the cannon, meeting with their Oldmen
- Campfire session Newmen went to different campfires with Oldmen, Oldmen made up stories about Cowboys' origins for fun
- Football game Newmen played football
- Relay race he was not a part of the relay race
 - He isn't sure how the guys were divided up, but different group of guys who played football vs. relay race
- Trailer the Newmen rode in the trailer out to a different piece of the land and then walked back to the camp
 - o The Oldmen took the Newmens' phones so they did not have access to them to find their way back
 - The chicken was brought out there with the Newmen not sure if the chicken was in the trailer
 - O The Cannon Crew was also in the trailer with the Newmen talking to them about their positions explained to them that they would drive them out to the field and
- Newmen got to fire the cannon
 - o Two or three policemen came to check on the cannon noise and got to fire the cannon
- He went to sleep after he met up with his Oldmen took a 30 minute nap, went outside and sat by the campfire with a member of the Cannon Crew

He thinks most of the guys went to sleep after The sleep after the sleep	they talked to their Oldme	n
• Took another 30 minute nap later in the night		
He did not drive out there		
He did not realize that and everyone had		_
 His car that he drove back in had a conversation drove the car he was in, stayed awak ok to drive 	on about who could drive te during the drive to mak	
 He reported that he put tabasco in his beer Cowboy has had a beer with hot sauce" as a tra Denied being paddled or hearing about anyone 	adition	Oldmen – "every
 Denied eating any hot dogs laced with tobacco He knows there were hot dogs there an 	nor seeing anyone consur d they did buy cans of tob	
Denied hearing about anyone consuming anythen List heard about the highest the harmstern		
 He heard about were in the barn/garage side 		around the other
o He heard shouting coming from the bar		ot in
 Feels his experience at Ranch was enjoyable 		ing forced to do
anything Cortain Oldman would some up to the News	oon during the night and	ahaak on tham
• Certain Oldmen would come up to the Newn specifically	nen during the night and	check on them –
 Denied being provided any instructions before 	meeting with Student Cor	iduct
beined being provided any instructions before	moeting with bitudent cor	iduct
I understand that in an effort to encourage reporting of from civil or criminal liability to any person who re and without malice to the Dean of Students or other immunizes that person from participation in any judic might otherwise be incurred or imposed as a result of	ports a specific hazing ev appropriate official of the cial proceeding resulting f	ent in good faith ne institution and
I acknowledge that I have read and reviewed these representation of the information I disclosed to Stude Office of the Dean of Students. I recognize that this meeting and that they may be edited for grammatic content will remain unedited.	ent Conduct and Academi is an unedited copy of the	c Integrity in the e notes from our
Student Name Student Name	tudent Signature	Date
Melissa Wommach Investigator Name	vestigator Signature	(1/28/18 Date

Investigators: Melissa Wommack, Robert Leary Date: November 30, 2018 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral: Newman in Oldman, His definition of hazing - Involuntary actions that could put someone in harm • Has not been subjected to or witnessed any acts of hazing by the cowbovs Ranch o Got there in the evening o Ate dinner and hung out Shot off cannon – part of retreat tradition Went to bed around 2a o Football game o Relay race Was in and out of the house during the relay race Doesn't have knowledge of any instructions that were given to the newmen before the retreat Oldmen rode out on a bus, arrived after the newmen • Live animals – two chickens in a pen near the house; didn't see any other animals Doesn't recall the hamsters from his newman year; all hearsay but heard they were taken in the barn, but didn't see the hamsters at all Didn't see anyone consuming large amounts of alcohol or other substances Somewhat aware of what an Oklahoma drill is, explained, confirmed did not see that at ranch • Pretty similar timeline as during his newman year No knowledge of consumption of unwanted substances No paddling During breakout time was in the bed of the truck with other had one newman with them because his oldmen weren't there • Everyone was free to go to bed when they wanted to – some people went to bed around 11 or 12 – missed parts of the retreat as a result • Wasn't part of the conversations with guys that were leaving ranch early Oldmen left around 8 or 9a the next morning via bus, and ranch owner went out the night before the retreat and took the cannon at that time

Student Name:

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and

The night of the accident, had a meeting to support one another

immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our meeting and that they may be edited for grammatical purposes at a later time; however, the content will remain unedited.

Date

Me lissa Wommack

Investigator Name

Date

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Investigators: Robert Leary and Christopher Swanson

Date: 12/5/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Alumni have made punishments; told us about at last meeting. Don't have explaination for any of it. Not one of the people.
- Not sure what would happen if a new man was not meeting expectations. Believes it would be warning or the inability to attend an event.
- Definition of hazing: do anything that would put someone else in danger or is something they wouldn't want to do. Voluntary aspect is part of it...not entirely sure. Different if forced.
- Not witnessed or been subjected to acts of hazing as a part of Cowboys.
- old men didn't go; We did have a new man. Talked to him about it.
 - Only went on retreat

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- Live animals: had not heard of octopus. Chicken and hamster had factored into previous retreat. On my retreat, I saw chicken once or twice for 5 minutes and never saw the hamster.
 - o Never saw hamster or octopus at my retreat.
 - O Had heard rumors about hamster's head being bitten off but didn't see it happen. Don't know about it being associated with specific fraternity, but heard it was affiliated with but also heard it was someone else.
- Did trailer ride on my retreat. Saw the chicken in the trailer.
- Played football at my retreat. Did not do Oklahoma drills at my retreat. Did relay race at my retreat. I did not drink nor was I forced to. Other people did drink and it was voluntary.
- Was not present at my retreat for the time groups broke off.
- Not aware of any paddling.

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Student Name

Date

Date

Investigator Name

Date

Student Name: Investigators: Melissa Wommack and Dorie Kaye Date: 11/28/18 Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
 Drove to ranch Felt responsible and Oldmen took a bus to ranch
• Didn't hear anything about why oldmen took the bus but presumed newmen would drive and set up
Participated in army crawl part of race
Did not drink anything before activity
 Pretty solid dry group in cowboys so no negative repercussions
• Cannon crew took them to trailer, trailered off and had to make way back with Carla
(chicken)
Breakout groups Hadn't had cowhove for a couple competers.
 Hadn't had cowboys for a couple semesters Lots of talking about what it means for delts to be in cowboys
 Oldmen from delts are two semesters before him
o Good friends with the oldmen so lots of hanging out and talking
 Didn't hear or see anything from the other groups
• and Nicky
• Stopped at a gas station for coffee and then passed him
• and him in the car
• Came up upon the accident after the gas station
 Stopped when they saw the accident Was in the backseat — oldman was driving his car
was in the backseat – was driving his car was the one driving
• turned car around and saw car rolled over
• Saw that it was their friends
Stayed until the police told them to leave
— • He and
•
• came after
• Another car stopped to help with two guys but never saw them again
No one in his car had napped
• Some people chose to stay and sleep but they
• Doesn't know

- Had prayer and discussion meeting after the accident at someone's house
 - o No advisors there
 - o Had a group prayer and broke off to talk about everything
- Heard about hamster incident but didn't see anything
- Hamsters weren't in his vehicle and didn't see who bit the hamster
- People were asking before left if he drank and he's another
- was around the whole night making sure everyone was ok and comfortable
- The guys in car were going back

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Investigators: Melissa Wommack, Katie Goodwin

Date: December 10, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Nicky Cumberland's
- member
- There was an event that Nicky came home from in Spring 2018 where he was drunk
 - o Because of Nicky's involvement in Kappa Sig, he fell in with the Kappa Sig leaders who are also in Cowboys
 - He was with the Kappa Sigs who were also in Cowboys in the spring one night and he was drinking with them – not forced to drink, but trying to keep up with the Kappa Sig Cowboys in order to build relationships with them
- Doesn't recall any events that stand out to him from
- Kappa Sigs have traditions that they do but isn't sure of them since he was not there and Nicky didn't mention anything specific
 - o For example, Nicky would just be really tired one day
 - o All would come and go at late hours doing errands, etc.
- Cowboys was more Nicky trying to keep up if anything since he wanted to join
 - o If there were opportunities to go to lunch with them, drink with them, he would take them
- •
- Doesn't know of anyone taking any items out of Nicky's backpack at the hospital they were looking for his phone and wallet
- Doesn't know if Nicky was ever paddled thinks Nicky would have told him if he had been

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Student Name

Investigator Name

Date

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Student Name: Investigators: Andel Fils-Aime, Katie Goodwin Date: December 7, 2018 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral: active member His Cowboys, as well as the during his pledge class Put up to join Cowboys in (his He was his , has also been on the member as well, Definition of hazing – forcing younger guys in a pledge position to do things that they don't want to do, having malintent to hurt them physically or emotionally, to instill fear in them Fall 2018 Ranch -Oldmen left Austin around 7pm on a bus, arrived to the Ranch around 10pm Ate when they arrived, everyone hung out for a little There was a football game – the Newmen played in the game Doesn't remember the Newmen doing Oklahoma Drills Noted there was some game going on after the football game but not sure what it was exactly, some kind of relay activity with teams His role at this retreat – since the Newmen are able to fire the cannon for the first time o Individual times with their organizations Police showed up because they heard the cannon and the police fired the cannon Individual time with their organizations – Opportunity for Oldmen to see if Newmen are enjoying their time, enjoying the people they're with, talk about what the rest of the semester will look like (events, social activities) Reported that there was an incident with a stick one of the older missed the and Newmen induction Nicky and the Newmen, were giving them a hard time about missing their induction Nicky and were referencing the 40s and 50s Cowboys stories and were asking if they would get paddled then picked up a wood stick and struck both Nicky and Brandon one time each with the stick Denied any malintent behind this action – that it was a spur of the moment action

	 Reported that this has happened before in other semesters – not in a way to
	gain respect or initiation, but a stupid action – more of something between
	friends
	was struck/paddled as a Newman at a random time later in his
	Newman semester
	 This was at the Tap Out event at the end of the Newman semester
	 Happened within the Cowboys
	 Thought it was a legend before joining Cowboys
	 Spoke with Mr. Cumberland about how it feels to come into Cowboys
	but did not share what happened at Ranch
•	Heard about the hamster but was not present when the head was bit off
	 Never heard of that being a thing before
	 Reported that he was in the house when it happened
	 Remembers that there were people in the barn when it happened
	 Happened after the individual org times
	 Hadn't heard of that happening before
	o Remembers there being chickens on his shopping list but never knew the purpose
	 Doesn't remember there being a hamster on the shopping list
	o To his understanding, biting the head off the hamster is not a specific tradition
•	Didn't know there was a chicken present at the ranch nor an octopus
•	Denied feeling pressured or forced to consume alcohol –
•	Explained the trailering tradition –
	 All the Newmen go in the trailer
	o They drive the Newmen in the trailer – purpose is for the Newmen to get to know
	each other
	O Then the Newmen Find their way back and get to know each other on the way back
	o They fire the cannon and leave the trailer tire tracks
	o Cannon Crew partakes in this – someone on Cannon Crew drives the truck
	, would have been there
•	The plan was for the bus to come pick the Oldmen up at 8am, but got a phone call
	from another fraternity guy following the accident car telling him that there was a car
	accident and that Nicky was unconscious – they were trying to get an ambulance there
	 was already asleep when he got that phone call He rode with the guys in the truck back
	<u> </u>
•	·
•	He was interviewed during the Cowboys alumni association investigation
•	Reported that the Cowboys alumni association has taken disciplinary actions recently
	 He was He had a chance to talk to some people on the judiciary committee and they let him
	he had a chance to talk to some people on the judiciary committee and they let him know it was to take action for incidents that don't meet the standard for being a
	Cowboy
	O
•	No rush events for Cowboys
_	140 Tubil Cyclic for Cowooys

•	• The night Nicky and found out they were being put up for Cowboys, t	he
	Oldmen brought the cannon truck/trailer to the house and they	used the
	trailer to tell them that they were being put up	

- o They put Nicky and in the trailer
- o They went to a bar by the Capitol
- o They ride in the car back to the house
- No pressure to drink

I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our meeting and that they may be edited for grammatical purposes at a later time; however, the content

Student Name

Student Signature

Andel fils-Aire

Investigator Name

Student Signature

Date

Investigator Signature

Date

Investigators: Katie Goodwin and Christopher Swanson

Date: 12/7/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- for next semester.
- at UT
- Affiliated with
- Joined cowboys
- Did attend new man ranch Also went to
- ranch
 - O Together time with our class. Spent time getting to know each other better. Ranches are different year to year but not a lot of active cowboys there my year; mainly time for the new men. Most people spent the night my new man semester.
 - o Did not drink at this ranch.
 - o Had a football game. New men played game. No Oklahoma drill
 - O Did not do a relay race. Did play tug of war.
 - O Did get into trailer and got dropped off not far from ranch. Spent that time so we could be in one place together. Then walked back to ranch.
 - Didn't have to do anything in the trailer.
 - O There was a shopping list. Each new man in charge of bringing an item. Burgers and buns. Nothing unusual or weird. I was in charge of drinks/condiments
 - Don't recall any live animals on shopping list.
 - Did hear there was a chicken at our ranch. Didn't come across it. -
 - Have heard of hamster. Pretty sure it was a rumor our semester; never saw it.

ranch.

- o Rumor head: someone bit the head off a hamster.
- o has no set traditions during org time
- o Was not paddled as a new man.
- o Not heard of anyone getting paddled. May be a thing in other organizations
- Might have been a football game. I personally don't call; it was a big ranch. If there was one I wasn't a part of it.
- Talent show
 - O Similar to the shopping list, a list gets sent out with new men and what their role in the show will be. Supposed to be a funny event. I had to do a ball routine dance. Couldn't let the ball touch the ground. Looks differently for everyone what they have to do.
 - o Have been people who drank syrup.

- O Can't remember what people had to do. But there's been chugging of syrup. Can't remember other roles.

 Been to most meetings since the accident. Alumni talked about coming together and supporting. Also had university rep come and speak for counseling purposes.
- both ran the meeting and stood up, towards the end gave a speech, and said judiciary board voted on the and some people will be disciplined for things that happened the last semester.

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Student Name

Student Signature

Investigator Name

Student Signature

Date

Investigators: Melissa Wommack, Katie Goodwin

Date: November 30, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- because had a the next day, was about 2 hours away, didn't participate in the football game, as most that he has been to are fairly similar in the events;
- Has heard about the hamster tradition, but doesn't know much about it and has never seen it happen;
- Has never heard of people having to consume unwanted substances
- Was paddled as a newman by the oldman was clearly stated that he didn't have to participate; never had to do anything that he didn't want to
- "Tap in" the night before initiation (December), it's done to the oldmen as well in return; only within the and has been phased out;
- Organized a prayer meeting the night of the accident, rally the troops, open floor for people to speak about what they're going through, prayed for about 30 minutes, sobering experience
- Social activity has taken a step back this semester, but philanthropy has continued

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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KOTTE GOODWIN

Investigator Name

Investigator Signature

Date

11130118

Investigators: Katie Goodwin, Dorie Kaye

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

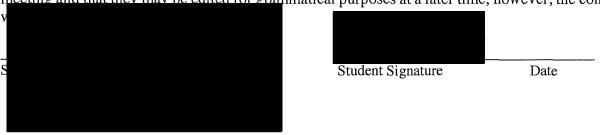
- Currently an oldman (Joined cowboys
- Two other oldmen (

 o was at Ranch
- was their newman
- Went to his own ranch
 - Went to someone's lakehouse
 - o Drinking games
 - o Ended at 1 or 2 in the morning
 - Newmen drive separately from oldmen
- His ranch brought a smoker and cooked
 - o Had a shopping list (beer, hot dogs, hamburgers)
 - o Live animals at ranch (chicken and gerbil)
 - O Live animals not on the list
 - o Some oldmen will ask newmen to bring certain stuff
 - o He didn't have to bring anything separately
 - There was a football game
 - O Also a relay race (did some of the drinking but not the running)
 - o Wine cooler part of race
 - o Teams of 4-5
 - o Football game but no drills
 - Went in trailer and got dropped off somewhere on the property
 - o Brought a bottle of liquor in the trailer and had to finish it as a group before they came back
 - o Took about 5-10 minutes to get back
 - o Didn't bring chicken on walk
- Breakout session
 - o More intense part of ranch
 - More drinking
 - o You do what the oldmen want you to do
 - Nothing dangerous
 - have case rases drink 10 beers against each other
 - o Put some tabasco in the beer
 - o His oldmen were there for an hour during separate group time

- o Didn't consume any unwanted substances
- o Doesn't remember eating or drinking anything weird
- tradition is to bite half of the hamseter or gerbil
- Happened at his ranch
- Didn't hear about this year's hamster until the investigation started
- Thinks tradition started within the past 8-10 years
- Doesn't know the purpose of it
- Happened during separate time
- Never been paddled as a newman (in separate group or altogether)
- Nobody was sleepy at the end but was able to get pledges from fraternity to pick them up and drive them back
- Heard about this year's hamster because alumni expelled a lot of people
- Expulsions happened last Wednesday
- A good amount of people were expelled or suspended
- A lot of the were expelled, some of the were expelled

- Elections for new board happened same day.
- Half elected before Thanksgiving and half elected after
- Wasn't at meeting when head alumni (Eddie) informed them of the expulsions
- People were upset that it happened but understand that things needed to happen
- No meetings after accident encouraging members to be quiet
- Told a couple of pledge class brothers about situation but hasn't talked much about it outside that
- Met Nicky once
- The expelled people have no access to organization or alumni org
- The ones who got suspended are all seniors and are suspended for rest of undergrad career but have access to alumni org
- Alumni org benefits networking

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LATE OODWIN

Investigator Signature

Date

12/05/18

Student Name: Investigators: Melissa Wommack, Katie Goodwin Date: December 7, 2018 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral: Oldman, Joined o Friday, Lake Travis, 5 or 6pm o Maybe a couple weeks after they were inducted o Get to know everyone better o Had dinner, activities, didn't stay the night because it was so close o Didn't participate in football due to past injuries – doesn't think there were Oklahoma drills done • Relay race – his part was running backwards, had to finish beers before starting, split between the team Organized by the oversees things too o Put into trailer and found their way back to the house, learn everyone's name and hometown; only ended up being about 50 yards away o Newmen had to get things on the shopping list – remembers chicken and hamster Took care of the chicken meet of the night, she got away and couldn't get her back • Has heard that "they eat it" in reference to the hamster Wasn't aware of the hamster during his ranch, but heard about it later Breakout sessions with - talk about how the night is going, just joked around with the guys Paddled – not at ranch, at the very end of the semester, a tradition that they've had as long as he knows, mainly there to have a good time and show the newmen; one for one with the paddling, if they want to. Just a celebration. "Tap Out" – his happened at was at house, house was chosen The weren't there when it happened. When the newmen are put up, it's supposed to be a complete surprise, so can't think of anything that would have happened to Nicky in the The night they're put up, they surprise them, tell them they're being put up, put them in the back of the trailer, take them to an underground bar near the Capital, and talk about their experiences Wasn't at the meeting last Wednesday – but heard about some of the changes; believes that Talent show does happen, but didn't have the experience of sharing a handle of liquor

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and

before the show during his newman semester.

without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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Student Name		Date
Melissa Wommach	non	12/1/18
Investigator Name	Investigator/Signature	Date

Investigators: Melissa Wommack, Amy Glasscock

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

•	Oldman,	, wa	s an	, joined	

- Student has not had to eat strange foods like onion, minced garlic, etc.
 - o Nobody is forced to do something they don't want including consuming foods or alcohol
 - o Student was with other during break-off sessions
 - o Student doesn't recall entering the barn during the hamster incident
 - Noted that he had been drinking
 - Hung out on the side of the barn
 - o Student heard of paddling as a grandfathered in tradition, not forced to participate
 - o Tap-out ceremony
 - Newman pick an oldman who will paddle them and vice versa
 - Only a tap
 - Happens once in the semester
 - For student's newmen semester, it was at an older member's house
 - Exchanged paddles once, a single tap
 - Hasn't been done since his newmen semester
 - Newer class doesn't really do it
- Everyone is always welcome to stay and sleep. Cabin had bunk beds and couches.
 - o Locations have varied from an hour to two and a half hours away

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Student Signature

Date

Melissa Wommack
Investigator Name

Investigator Signature

Date

Student Name: Investigators: Melissa Wommack and Katie Goodwin Date: 11/28/18 Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
 Currently a Newman, The Newmen met up and drove to the ranch together He didn't purchase any items on the shopping list – a few people bought everything Newmen had the option to ride back on the bus, he's not sure if it was an option to ride up on the bus There's not a power dynamic within Cowboys – Newmen have often already held leadership positions in their organizations Newmen's experience in Cowboys can be dictated by their organization Newmen's experience in Cowboys can be dictated by their organization Section of the relay race, football game, and being taken in the trailer and dropped off to find their way back to camp In his experience, nothing is forced upon the Newmen Relay race – drank milk, barrel rolls after drinking milk Denied having to eat hot dogs laced with tobacco Confirmed the chicken's presence – thinks the chicken may have been returned to the store it was purchased from Confirmed that someone bit the head off a hamster – does not know if they were forced to do it or if it was voluntary A He saw one of the bit the head off of the hamster Does not know what happened to the second hamster Does not know what happened to the second hamster Does not know how the hamsters were acquired It occurred when the groups broke off It was just the He was with the He was with the He was with the Game to arise arise in the night and said some of them wanted to leave early, asked if they could use truck Doesn't remember seeing them leave in the car Mot sure if had slept prior to driving There were prayer meetings with the Cowboys following the accident to batten down the hatches – he was not invited to anything

- There was a Cowboys meeting last night about the investigation with an attorney present, where they were told to be truthful
- Denied being paddled at the retreat or hearing about anyone being paddled
- Did not see the when they were broken off into groups
- The ranch was one of
- The cannon was there before the Newmen arrived

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Student Name

Date

Melissa Wommack

Investigator Name

Investigator Signature

Date

Student Name: Investigators: Katie Goodwin and Christopher Swanson Date: 12/3/18
Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
• studying at UT. Joined Cowboys . Is an old man now.
• Affiliated with Also is a new men).
• Went to the retreat in fall 2018.
 Went to the retreat in Old men went up on the bus.
 New men played a football game. We didn't play a structured football game in more structured.
 New men did a relay race fall 2018 We did not do a relay race Shotgunned sprite in a line either before or after football game at ranch.
Others shotgunned alcohol. New men were taken out in a trailer Also happened
 Noticed a chicken at the fall 2018 retreat.
 Had a shopping list when I was a new man A lot of food
 People went out to separate groups went off with and shotgunned sprite and there was tabasco in the Sprite. We all did thisat any point we could have not done it but we all did it.
• Did not see hamster but heard about it. Heard someone ate it or did something desit. Heard about it later. Did not happen at the retreat. Heard it may have happened in the past.
Heard nothing about tobacco laced hot dogs.
 Was not paddled but heard of others being paddled. Not sure if every group does this. Some groups do this Maybe Wrangless is one Not 100% some.
 Not heard of people being hit or struck by objects. When we went back: friend drove. Had not had any alcohol. Felt awake. I felt awake. Sat in front with him.
 Lawyer did an internal investigation. Guidance for that: we encourage you to speak freely. but know anything you say could be used against you.

- I did not have to do calestetics. Did not do Oklahoma drills at our retreat Did see Oklahoma drills fall 2018. Organized football game turned into Oklahoma drills. Probably told to do this...not sure.
- Took a bus: we could be together, guys didn't want to drive, safer. New men not given the option to drive a bus. Not 100% sure if new men given the option to come back on it. Old men did not take a bus to our ranch.

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Student Name

Date

| Compared to the content of th

Investigators: Katie Goodwin, Amy Glasscock

Date: December 3, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Oldman, joined major, affiliated with
- Spring 2018 Ranch
 - o Student did not participate in football game
 - o Student drove out to ranch around midnight
 - O Student is not aware of any Cowboy traditions
 - Student's oldmen weren't at his ranch
 - oldmen
 - is the newman for this class
- Student has not been forced to consume alcohol as part of Cowboys
- Student has not had to ingest unwanted substances or heard of anyone else doing so
- Student has not been paddled as part of Cowboys
- Student has not been given any instructions from the organization prior to the meeting with Student Conduct

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our meeting and that they may be edited for grammatical purposes at a later time; however, the content

will remain unedited.

KATIC GOOWIN
Investigator Name

Investigator Signature

Date

Investigators: Andel Fils-Aime, Katie Goodwin Date: December 7, 2018 Student Organization: Texas Cowboys	
Student Conduct and Academic Integrity received a listed above. Student Conduct and Academic Integriduring this meeting, the student made the following states.	ty met with the above-named student and
Asked about chugging a gallow happening He was mostly hanging out by the fire After that, they split off into their indiv 25-30 people went into a barn After the activities, they were just hange Newman — Believes participated in the Composition of the most part, the Cowboys were together to shopping list for Ranch — the chicken was just anything, does not remember seeing the octoput to bite the head off the hamster The hamster incident — They were out by the fire, guys were taged to be during the individual of the head off the hamster Has not heard of this as a head off the a Newman in Spring 2018 This was supposed to be during the individual of the Cowboys present not in	another activity or two ma drills way it was played, he wasn't paying much ening n of milk or wine and doesn't recall this idual groups ing out by the fire, drinking beer oklahoma Drills for the majority of the night ast around during the Ranch, not used for s, the hamster was used for were cheering on to do it, then bit addition the hamster, nor was he was ividual group time, but there were multiple to past, didn't even hear about this potentially

- o Was brought up by some of the older guys talking about it
- o He was present in the barn when this happened
- o The did not even have individual group time before the hamster incident
- Newmen are definitely encouraged to shotgun beers, but they have a choice and the ability to say no to drinking
- Newmen were loaded into the trailer, they were dropped off a distance away, and had to find their way back in a way of getting to know each other
 - o This also happened at Newman Ranch
- The police showed up and talked to asked if everything was ok, they also fired the cannon
- Became aware of the car accident when the bus arrived back in Austin the next morning
- The Cowboys had a group prayer service at the end of the day of the accident in order to support each other and to pray for Nicky's health
- He was not interviewed during the Cowboys alumni association investigation
- from the organization they told him it was for

 The were talked to about the hamster incident
- No one in was interviewed during the alumni association investigation
- They were contacted 30 minutes before their meeting on Wednesday to let them know they were being
- They had a chance to meet with the judicial board afterward for some closure

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Katil Goodwin

Investigator Signature

Investigators: Melissa Wommack, Dorie Kaye

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Oldman,Newman
- Tap in ceremony night before initiation
- told to go to delt house
 oldmen weren't there
 said paddling was optional
 - o Had and wasn't worth it to get paddled
 - O Lightly tapped one time for ceremonial purposes
 - Other organizations may have harder paddling thinks he had it the easiest
 - o Never directed current newman to do anything
 - o Newmen tell jokes at meeting
- Cowboys does run by affiliation directed by older guys
- said newmen don't have to do anything they don't feel comfortable with and that they can tell him or president at time (if they feel uncomfortable
- Feel like last semester's communication was better than this semester more open
- Not sure why tap in was at house; other newmen not there

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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Melissa Wommuch

Investigator Name

Investigator Signature

19/5/18 Date

Investigators: Robert Leary and Christopher Swanson

Date: 12/5/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- at UT. Cowboys old man;
 Texas Cowboys
 Affiliated through
 ; was at a party in West Campus.
 This is the first retreat
 - If new men are not meeting expectations, probably sat down and talked to by the president.

 Aware that alumni associated removed members. Was not one of the people who was removed. Aware and two others I did not know were removed.
- Don't think we played a football game retreat.
- Definition of hazing: Forcing people to do things they otherwise would not want to do and they chose to because of fear of repercussions of not doing it.
- I have not seen anyone eat weird concoctions (including having not seen tobacco in hot dogs). Haven't witnessed or seen hazing. Retreats I went to were about getting to know class and old men who were there. The retreats I went to were big coming together experiences.
- Never seen live animals factor into retreat. Never seen live chickens. Never seen other live animals. Never seen a hamster. Not on list of things people had to get. Only list I saw was for my semester and it had burgers, condiments, beer. Never saw live animals at any other retreat. Heard no rumors about live animals. Did hear there was a hamster fall 2018 and heard rumors about it.
- Did get in back of trailer
 - Hard to tell how far away were taken because it was dark. It was a 7-10 minute walk back to camp site.
- No Oklahoma drills
- Only can remember football game at retreats. Do not remember relay race.
- Have not heard of hazing when people broke up to separate groups. Cannot think of any hazing experiences during any break out time he experienced
- Not aware of any paddling.
- Last three retreats: spring 2018 was at a ranch outside of Columbus on the way to Houston, year before it was at a lake house in Lake Travis. Do not remember location of my year.
- Cowboys meet weekly. Was not at the last meeting where there was discussion of members being suspended.
- No one directed me what to say in these meetings; understood that we were told to be truthful.

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity

from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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Date

Investigator Name

Date

Date

Date

Investigators: Robert Leary and Christopher Swanson

Date: 12/6/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- year. Joined Cowboys organization. 4 other in Cowboys.
- Went to Fall 2018 retreat. Been to retreats since I joined. Did not go to my own New Man retreat.
- Definition of hazing: forcing someone to do something against their will.
- No eating of abnormal foods.
 - o No ingestion of tobacco
 - o Heard about tabasco being put in beers
- Live animals: saw chickens running around. Don't know if chickens factored into the trailer ride.
 - o Didn't see an octopus or hamster at retreats.
 - o Heard rumors that the hamsters are there. Heard the rumor the heads have been bitten off the hamster.
- Stayed with group all night.
- Not aware of any hazing related activities
- During org time, players did nothing since we the next day. Hung out and told jokes.
- Haven't heard of any other groups hazing. Haven't heard of any hazing. Haven't seen paddles at retreats.
- At retreat, gone to bed at 3a. Woke up, got on bus, left.

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Student Name

Student Signature

Student Signature

Date

Investigator Name

Lew Investigator Signature

Date

Student Name: Investigators: Melissa Wommack, Katie Goodwin Date: December 7, 2018
Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
• The judicial board came into existence last year – this was the first semester where they
took action
His Newman semester was
• The hamster –
o To his knowledge, there wasn't even a hamster at his Newman Ranch
 He's never seen someone bite the head off the hamster
o Doesn't know a lot about the tradition or rumors since he's never witnessed it
 Heard that it happened at the Fall 2018 Ranch, as well-as Fall 2017
o Denied that it's a Cowboys tradition
O Heard that it was larger scale this year than usual
o He was at the truck talk for when the cops came and people were dispersing,
he heard people whispering about something happening to a hamster Seemed like a bigger production than before
o After people had watched it and were talking about it, he admonished them and
stated that something like that should not have ever happened
 Always thought it was a rumor like people trying to act tough
O The organizational time period got broken up by the cops coming are the namster
incident happened after the cops came
o In reference to potentially taking part in biting the head off the
hamster, he does not think this is possible – because is historically with
during the organizational time and Oldmen do not frequently attend
o Not sure if it's exclusive to
o Wasn't aware of the making someone bite the head off the hamster in Fall 2017
© Expectation that people would police themselves and know what was right,
 Denied that he has had any experiences with consumption of unwanted or gross substances
o In reference to eating an onion like an apple or using catfood as dip, doesn't think
this is something that is becoming of Cowboys
• Paddling
o Not a tradition
 Denied that it is something that he has experienced
 Not something that he thought happened at Cowboys events anymore
o In reference to Tap Out tradition, noted that it sounds archaic
Doesn't think that there were any coerced drinking activities at Ranch or any Cowboy
events
• The alumni got the Cowboys together to let them know there would be an ongoing internal
investigation, told them about the Judicial Board, and they were told to be honest

- Did not the Oklahoma Drills at the football game at Ranch, but heard about them happening last week
- Knew a shopping list existed, but since it wasn't his area, he wasn't privy to the information on the list
 - He did have a shopping list for his Newman Ranch
 - o As far as he remembers, there was no hamster on his shopping list

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Student Name	Student Signature	Date
Melissa Wommaca	na	1277/18
Investigator Name	Investigator Signature	Date

Investigators: Christopher Swanson and Robert Leary

Date: 12/6/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- at UT. Old men in Cowboys. Joined Cowboys Affiliated through
- Last meeting, alumni put some allegations forward. Suspended or expelled some members. Have not have an office in Cowboys.
- Went to the Fall 2018 retreat.
 - What I remember from that night: Was charging phone and texting from girlfriend. Sent goodnight text at 1:15a. I was one of the earlier ones to go to bed.
- Definition of hazing: Making someone do something they're uncomfortable with or do something aginst their will.
- Going off experience of what happened that night. When we break off into different organizations...the way I always viewed it is its always a choice. When I was a new man I wanted to drink. You respect the older guys, you try to become friends with them. Relay race...someone might shotgun a beer, but if you didn't want to, you can shotgun a Sprite.
- My semester, we brought the chicken. It's a thing when you're walking back with your new class, everyone has to work together to make sure the chicken stays with you. I think it's a funny thing to add to the list. My new man semester I only remember interacting with the chicken. Couple other live animals make their way out there. I think the guys within the organization have spoken to try to figure out what happened. I learned post-fact the hamsters go out there but I don't recall it my semester.
 - Heard year and a half ago a guy from ...he bit a hamster. Did it as a joke for fun. Never witnessed. Since then, think someone has done it as a joke. Know it happened this year and heard story of how it happened a couple of years ago. Don't know full history, heard they were in the same organization, not fully aware of details. Heard it happened during organizational specific time.
- Our org time, we went and talked about staff. I think everyone does different things. This fall, we realized they hadn't learned about like we'd learned about our pledgeship. We quizzed...had them on their knees or lying on ground. Do you know this or that about
- Not able to speak confidently to what other organizations do.
- I know for a fact that during the time when new men are together before you go into orgs there's no ingestion of gross or unwanted substances. Didn't do it my year.
- There will be a shotgun where tabasco is poured in the shotgunned beer.
- I don't think tobacco laced food is a thing. No experience with that. If there is, not
- No one given direction on what to say

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Student Name

Student Signature

Date

Chropiu Surgaria Language

Investigator Name

Investigator Signature

Date

Investigators: Melissa Wommack, Katie Goodwin

Date: November 29, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- at UT
- Currently a Newman in the Cowboys
- Present at the retreat on September 29th
- Arrived to the retreat set up tables, chairs, firepits, waited for the Oldmen to arrive
- Confirmed the football game, relay race, trailering and finding their way back to camp
- Did not participate in the football game
- Relay race was part of the wheelbarrow, had to shotgun a beer
- Went with the other during the breakout time
 - o They shotgunned beers
 - Oldmen (used to p
 - o He's the only Newman
- Fireside chats for Newmen and Oldmen to get to know each other
- Doesn't think there's a power dynamic between Oldmen and Newmen
- After the fireside chats, went to sleep in the living room area around 4:30am
- In the morning, woke up around 7am and cleaned up the ranch before leaving Austin
- Denied consuming any unwanted substance, denied eating tobacco laced hot dogs
- There was a meeting with an attorney present who told them what their rights were
- A lot of camaraderie and togetherness in the days after the accident
- Denied being paddled or knowing anyone that was paddled at the retreat
- Does not know about the hamster

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Student Signature

Date

Investigator Signature

Date

11/29/18

Student Name: Investigators: Melissa Wommack and Katie Goodwin

Date: 11/28/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Currently an Oldman, joined major
- Got off bus, ate and hung out with the newmen and friends, tossing football
- Relay race for newmen bear crawl, football game
- Typically everyone drives themselves, but because the ranch was so far this time, it was decided that the oldmen would take a bus to and from ranch
- Games/activities were somewhat similar to when he was a newman in
- Fireside chats with oldmen telling stories, etc
- For the breakout session is really just about talking and understanding the importance of being able to be in cowboys
- Different affiliations have different experiences within cowboys based on their subgroup
- Had newman with them be his oldman wasn't there
- Was pretty far from the other groups, but couldn't hear/see what was going on really
- Wasn't aware of ingestion of unwanted substances/hamster, but heard about it later
- Nothing even remotely similar to the hamster incident happened in Spring 18
- The that are agreed upon by the leadership, but it isn't like he is going around telling people to do, he is responsible for onboarding the newmen
- May have been around when they left the ranch; spoke about coming back earlier in the night
- Because doesn't drink, he offered to drive back, doesn't think anyone slept that night, but no one was forced to stay up they were enjoying what they were doing, and didn't want to go to sleep
- Recounted accident
- Never made to eat a tobacco laced hotdog, or has never heard of it.

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Student Name	Student Signature	Date
Melissa Wommach Investigator Name	Investigator Agnature	///28/18 Date

Investigators: Dr. Andel Fils-Aime and Christopher Swanson

Date: 11/28/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Example 2 the student was invited to join At the end of the semester, the Silver Spurs and Texas Cowboys approached the student asking if he'd go up for the organizations. The student concluded he wanted to be a part of the Cowboys and was admitted this semester as a new man.
- also in and one of the student's old men, was on the for Cowboys and texted the student letting him know they'd put him up. The student ultimately accepted the offer over the phone. The only thing the student did under his own volition before joining the Cowboys was to sit down with other Cowboys to learn about the organization.
- The student believes there's about 5 cowboys.
- Cowboys initiation happens December 8.
- There are 24 men in the new men class currently.
- The student said that the application was released in September and you had 1.5-2 weeks to complete it. It had essay questions, recommends letters of recommendation, you must include your resume. There's a meet and greet in the middle of the application process where you introduce yourself to the men in the room. The application is then due, but there were two dinners at a restaurant afterwards (you only have to go to one) where the selection men come. After the dinner there was a cut, then there were interviews with alumni, members of the selection committee, and other cowboys who elect to sit in. Then we found out if we were selected by the old men. There was no official letter or email. The process lasted about a month.
- After acceptance there was an induction night. You run on to the field, put your horns up, there's speeches with alumni and photo opportunities. There was a dinner that night and there was a bar tab downtown. The retreat was then that weekend.
- New men are required to get 30 hours of community service. New men in the fall and spring. New men in the fall are required to sell tickets to the Harvest Moon philanthropy question. We're responsible for meeting up with a certain number of the old men. We have to do two service projects. We also go to Rosedale to work with students with developmental disabilities. We attend weekly meetings on Wednesdays and have a meeting just prior to the official meeting.
- If New Men can't meet these expectations then they can't go to the family initiation (though the student doesn't believe this is enforced). Initiation is the very last thing you do and that's also where you get your chaps.
- The student's definition of hazing: "It can be pretty broad." New members doing things they don't want to do or do anything unpleasant. Community service is not hazing. But making people do things that are degrading.

- The student has witnessed/experienced hazing. Many aspects of the retreat come to mind.
 - Played a tackle football game (all new men) against one another. Wasn't mandatory but implied to be.
 - O Had to do a relay race (all new men) with a number of stages (the members were assigned to stages). Each stage did various unpleasant tasks:
 - Drink a gallon of milk.
 - Tuck in shirt and put hot dogs down shirt with mustard/ketchup, then army crawl across a field
 - Human wheelbarrow with tobacco dip in your mouth
 - Football throw. When a guy is hit he can start drinking a bag of wine. Emphasis to hit a guy so he can drink faster and win.
 - o The student was aware hazing would take place at the retreat.
- We arrived to the retreat in the evening. We had a list of items we were expected to bring to the retreat.
 - o Beer for us and the older guys
 - O Hot dogs, hamburgers, chips, snacks, drinks, bags of wine, tabasco, dip, cigarettes, a live chicken (told the chicken would live and it did).
 - Older guy said there had been no chicken in previous years and this was new.
- Timeline of the retreat
 - New men arrived in several different cars. Old men came later in busses.
 - New men were setting up tables. The student went to get firewood.
 - New men mowed the field where football would be played and got rocks out with pickaxes
 - Old men running the event (committee that runs the retreat) had the new men shotgun beers with tabasco sauce in them.
 - Old men arrive, do the relay race, then do the game of football. After football we did shotgun races. If you lose, you have to shotgun an alcoholic beverage. Those that did not drink drank sprite (if you did not want to drink alcohol you could drink soda; it was still expected you drink something).
 - Took the cannon out of the trailer it was in. Put the 24 present new men in the trailer, dropped the new men off somewhere else in the ranch, and the new men were told to find their way back to the camp. It was dark but there was ambient light. When we arrived back we found out relatives of those who owned the ranch followed the new men to make sure they didn't get lost.
 - New men fired the cannon for the first time.
 - New men go with old men with the same org and more hazing takes place. The student' experience at this time was:
 - Chugging of beer with tabasco and spam in it
 - Had to put cat foot in lip and shotgun another beer
 - By this point done drinking. Its 4-4:30a by this point. Go from campfire to campfire and older guys tell us stories.
 - With driver and Nicky at one fire and with them when they decided to leave.
 - Went inside and went to bed around 4:30a-5a.

- Woke up, cleaned up ranch with some people (unaware anything has happened). Halfway through the car ride home we found out there was an accident.
 - Never saw accident scene.
 - Car was owned by had loaned it to the driver of the car that was totaled.
- Heard about a new man biting off the head of a hamster. When with orgs, someone came by and said come into the shed. Saw a crowd in there. Had an understanding of what would take place and chose not to watch.
- We were not required to eat tobacco laced hot dogs.
- Not paddled at the retreat or as a new man. My organization does not do that.
- The student did not feel sleep deprived at the retreat. No one was asleep when everything was wrapping up. Everyone was just up. It was never vocalized it was a requirement you must be awake.
- He came and told us to make sure cars weren't overfilled and seat belts were worn. He made sure everyone said they were awake enough to drive and they had slept. The student assumed that had heard about the accident by this point.
 - o Estimated time of departure
- Following the accident, we had a prayer meeting that evening. I wasn't there; I was at the hospital. We met up at other times to talk through how we were feeling.
- We were not given instructions of what to say. There was a lawyer at a meeting that gave us expectations of what may happen and another lawyer told the group to tell the truth.

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Investigators: Saralyn McKinnon-Crowley, Amy Glasscock

Date: December 4, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- Joined Cowboys in
 - 0
- Did attend Ranch as a newman
 - o It was fun
 - o Got to know a lot of the guys in his class at ranch
 - o Hung out all together as one group
 - o Did not participate in relay races his first semester that he remembers
 - o Didn't see anything at the Ranch. Saw that there was a football game that went on.
 - o Fall 2018, Chronology of events:
 - Doesn't remember what time he arrived. Got there, grilled hamburgers and hot dogs
 - Then, there was some football being played
 - Sipping on a beer throughout the night
 - Not drunk. Casually drinking at his own pace.
 - Made a fire
 - Drove newmen off into a trailer
 - Split up into organizations. Fired cannon after went off on own. Then, it was late, and went to bed
- Attended Ranch this semester
 - o From his personal experience, Ranch was similar
 - o Grilling and hanging out
- Experiences as a Cowboy
 - O Take one or two new guys and with the newmen in
 - o Talks to them about the organization, what it means to them, and what they've done
 - o No activities that they do together
 - o Pairs with because they have a close relationship
 - Members within the organization are close as well
- Shopping list with various items
 - o Some were live animals
 - Chicken, hamster
 - O Does not know what either of those were about
 - o No knowledge of someone biting off the head of a hamster
 - o Alchol on shopping list: said that no one was forced to drink
- and were off on their own at the driveway toward the entrance of the ranch
 - o Sitting in the back of a pickup truck, talking
 - o Had never heard of the incident
- Sleeping when he heard about the accident. Found out about it when he got back to Austin.

- o Did not experience any sleep deprivation
- Had a typical meeting after the incident
 - o People said that there would be an investgation
 - o Got an internal lawyer to make sure that everything was OK
- No further information to share

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Student Name

Date

Amy Blussington Name

Date

Investigator Name

Date

Investigators: Melissa Wommack, Amy Glasscock Date: December 3, 2018 Student Organization: Texas Cowboys			
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:			
• Oldman on the state of the st			
 Student attended Ranch this semester and took the cannon out early with Student was grabbing firewood while newmen arrived and setup Student has done activities to Oklahoma drills, but not Oklahoma drills specifically New this year 			
 Not sure who decided to implement them stood around cannon, and student was in charge of music so was walking back and forth between areas 			
Oklahoma drills lasted around 10 minutes			
 Student was still awake with when they received phone call Slept for, at most, 20 minutes before driving cannon back 			
• Student did not witness the hamster incident			
• Student does not have newmen specifically, split with the newmen, oldmen didn't attend Ranch			
Nothing was every forced with Oldmen			
Was not paddled			
 Was not forced to eat any strange food 			
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Amy Flassock (Shim Dlassoon 12.3-18			

Date

Student Name:

Investigate:	nt Name: Relissa Wommack and Katie Goodwin 11/28/18 nt Organization: Texas Cowboys
listed	nt Conduct and Academic Integrity received a referral related to the student organizatio above. Student Conduct and Academic Integrity met with the above-named student ang this meeting, the student made the following statements regarding the referral:
•	Newman, pretty intense application process, 6 essays and recommendation letters Found out about acceptance on
•	Expectations: leadership role on campus, 30 hours community service, go to Rosedal every week to serve in a class – PE
•	Had an induction at the stadium on — old cowboys came to speak about being cowboy
•	Retreat prep – get items from the shopping list that was provided to them, food, been lawn chairs, can't recall all items
•	Newmen drove out to the retreat, were told to drove out there
•	Newmen hung out, waited for everyone else to get there, "set up a little bit"
•	Set up a fire pit, put a grill out
•	When oldmen got there, they all just ate and talked, played football and did team buildin stuff – a relay
•	Relay – just kind of split up, didn't have to do anything as part of the relay; later clarifie that he had to drink some wine and catch a football
•	Trailered off and had to find way back to the cannon, the chicken was with them
•	Split up and went with the older guys in to talk about cowboys in general drinking some beers, gone for maybe an hour
•	Was not paddled at the retreat, and was not aware of any
•	Doesn't want to talk about the of the hamster. (Was shown the
	Can't remember what happened after they came back together.
•	Went to sleep around 2 or 3 a.m. and woke up around
•	Cleaned up a little and came back to Austin, there was a discussion about who was safe t drive back home.
•	Meetings, prayed for Nicky and let them know how he was doing
•	They met last night with a lawyer and was told to tell the truth.
•	Was not around when it was determined that would drive back to Austin

• Given final opportunity to clarify if the hamster incident was specific to Cowboys as a whole, and denied comment.

or

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content will remain unedited.

Student Signature

Date

Investigator Name

Investigator Signature

Date

Student Name: Investigators: Melissa Wommack, Amy Glasscock Date: November 29, 2018 Student Organization: Texas Cowboys Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:		
 Oldman, been in Cowboys for newmen. Was on Ranch Around 5pm, newmen left Austin area Ordered bus for oldmen, most had been drinking during the day for away football game 		
 Met at the drinking and driving Oldmen arrived between 9-10pm Ate together, did relays, newmen went to other part of ranch, breakout group Newmen able to spend time together separate from large group Everyone able to fire cannon, broke off into organizational groups Him and couple others rounded everyone up and student came to notify him they were leaving early Offered suggestions of pulling over if sleepy, etc. Student was still awake when he received call about accident Student was notified by car had stopped for coffee and ended up behind Nicky's car A lot of relaying information between parties 		
 Members were able to sleep as much or as little as they wanted Student isn't sure how much sleep everyone else got During breakout group (about 15 min), student talked about some of the cowboys with Carla the chicken from Callahans, roommate reports that chicken is still alive on the ranch Student doesn't know what happened in the organization break out groups Hamster situation 		
 Student did not see it and has never seen it, but heard that it happened because there is a lineage of people who have done it. Emphasized that they encourage newmen to not participate in things they don't want to do. Nobody will be punished for saying no. Student had a lot of newmen contact him about situation, told them to tell the truth and be honest. Not much structure to each executive council position or events. Working to document more things to provide historical context for future. 		

• Student genuinely talked to everyone who left the retreat early, tried to minimize risk

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Almy Classcock
Investigator Name

Investigator Signature

Date

11/29/18

Investigators: Andel Fils-Aime, Katie Goodwin

Date: December 7, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

• active member

• Joined Cowboys in as a

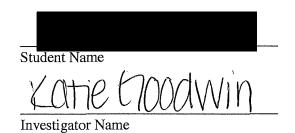
• He was not present at Ranch in Fall 2018 – he had a

• He has been on in Cowboys

- Definition of hazing being forced to do something, whether it's mental, drinking, eating, physical activities
- Found out about the accident on Sunday afternoon
- Hadn't heard about any of the activities at Ranch prior to finding out about the accident
- Heard rumors about the shopping list for Newmen
- Heard about a hamster by a family friend who was an Old Cowboy haven't heard details about what the hamster's purpose was or what was done for the hamster
 - Never saw a live animal at any previous Ranches or saw live animals on shopping lists for Ranch
- Confirmed that there is typically always a football game, activities, sit around the fire, drinking
- Denied knowing about anyone experiencing forced alchol consumption
- He also experienced the Newmen being put in the trailer and having to find their way back to the camp as part of his Newmen Ranch
- Denied being paddled at any Ranch nor hearing about any Newmen being paddled
- He was not present at last Wednesday's meeting when membership changes were announced his understanding is that it is between the alumni and the Executive Committee
- Denied knowing about a talent show event taking place at the end of each semester

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our meeting and that they may be edited for grammatical purposes at a later time; however, the content will remain unedited.



Investigators: Melissa Wommack, Amy Glasscock

Date: December 5, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

• Oldman, joined , no leadership position, affiliated with

- Newmen ranch:
 - o Drove out 45 minutes in the evening
 - o Grilled food, had campfires, bonded with other newmen
 - o Split off into own groups, hung out with oldmen
- Student has not been forced to eat strange foods or consume alcohol.
- Student has not experienced any paddled or participated in a tap-out ceremony as a Cowboy
- Student has no knowledge of a hamster's head being bitten off.
 - O Student has not heard anything about hamster incident
- Student did not experience any changes in status at the last meeting.
 - There were roster changes that people disagreed with, but his individual status was not affected.
 - o Other faced disciplinary action
- Student did not participate in sock wrestling
- During break out time, they discussed what Cowboys was about

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Suggette Name

Melissa Wommack

Investigator Name

Investigator Signature

Date

Date

Date: December 4, 2018 Student Organization: Texas Cowboys	
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:	
 Oldman, was on the for the Fall 2018 Newmen class (position complete once the Newmen are selected) Joined Cowboys in Currently a at UT active member 	is
 One breakout session within Ranch for individual affiliations Did not attend Spring 2018 Ranch, but attended four Ranches – including one during have Newman semester 	is
 Doesn't think this past Ranch was more intense than the other Ranches he has been to His Ranch did not include a football game or Oklahoma drills – his Ranch included soo wrestling, but no pressure to participate in anything To his knowledge, no one has been injured in these activities but acknowledged could be possible 	
 Not aware of any excessive intoxication at the Ranch Noted that would be counterproductive to the purpose of the Ranch as the purpose was to get to know each other 	se
 Went to high school with Nicky (is a year older than him), got to know him bette through the other Newman 	er
• Oldmen try to keep who's being put up a secret – choose a night to let the know that they're being put up, they use the cannon to make the night special, the Oldmen put the Newmen in the trailer and take them to a bar, share with the Newmen what make Cowboys special, what their experiences have been, and make sure they share the same excitement	en es
Only were present	
• Oldmen − at the bar tab	nt
 Induction happened during the last week of September and then there was a dinner at I Mercado and then a bar tab happened – was not present that night Usually Ranch is further into the semester, but depends on who has a ranch that is availab No other Cowboy events before the Ranch 	

•		breakout time during Kanch –
	0	Lasted for maybe 10 minutes
	0	The Newmen were making fun of the Oldmen for missing the induction
	0	They did a group shotgun (Nicky did Sprite in order to not be too
		drunk)
	0	The Newmen were joking around about prior traditions, like paddling
	0	In a moment of poor judgment, picked up a wood stick that was
		on the ground and hit Nicky on the butt one time each
		each hit Nicky once
	0	stated that Nicky were laughing and joking during this
		experience
	0	He noted that this was not a requirement or tradition to be part of the organization
	0	Not something that experienced as a Newman in Cowboys
	0	Once a Newman is in to Cowboys, they're on the same level as the Oldmen
•	There'	's a celebration at the end of Newmanship called "Tap Out" – it's a
		omous experience, you're excited about being in and getting to wear the hat and
	chaps	
	0	Drew noted that it was maybe a bad 10 minutes, but that it did not feel like a
	_	malicious experience
	0	He was given the opportunity to reciprocate to one or two Oldmen, like trading of
		paddle swats
	Q_	This occurred just within the in the Newman semester
	0	Initiation happens at the Pavilion, but Tap Out does not have a set time when this
		happens
	0	This has happened each of semesters in Cowboys – has happened at
		before, the Newmen are not told where they are going – for him, it was at the
		house – he's not sure why it was at the house but no were present
	0	Only have been present at this event
•	These	traditions are unique to within Cowboys, but not something that the larger
		oy population experiences
•	When	<u></u>
		where it is now – it was still used in the Spring 2018 Newmanship
•		ouldn't describe it as seriously threatening, but not a pleasant experience
_		ot heard about anyone be cattled proded in the context of Cowboys or
_		•
•		d consuming or making others consume tobacco laced hot dogs or other unwanted
	substa	
•		est experience being paddled was as a Cowboy – not paddled as a
	ple	edge
•		were Newmen in the same semester
•		knowledge, Ranch was the first time that Nicky was paddled or struck
•		so heard about a Newman having to bite the head off the hamster but that he only
	heard	that rumor recently
•	Last ti	me he interacted with Nicky was at the firepits when Nicky told him that they were
	headir	ng back early

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Student Name

Investigator Name

Investigator Signature

Date

Student Name: Investigators: Melissa Wommack, Katie Goodwin Date: November 30, 2018 Student Organization: Texas Cowboys
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:
 Explained presence of note taker and new staff member, signed nondisclosure, explained individual responsibility if providing false or misleading information Oldman,
• Katie reviewed chronology of the events at ranch; ranch was similar; doesn't think they played football
• Is on newman committee, as part of that had some role in planning ranch; his job was mostly to
• Shopping list was the same from when he was a newman, live animals weren't executed in doesn't know the purpose, just something that is continued on
• Hamster incident – has heard that is a tradition for this year knew the hamsters were there but didn't see them directly; heard that the hamsters head is bitten off but didn't see it. Remembers knowing when he thought it would happen (in the barn area), so he walked away because he didn't want to see it happen.
• Breakoff session – about 100 yards from campfire, congratulating them, drinking, and struck and nicky; from what he remembers, they maybe found a stick nearby and hit them on the butt/thigh maybe; didn't want to participate or have anything to do with that. was also struck by during his newman semester (near his apartment, with wood, he thinks); This is very atypical of behavior – is like the voice of reason within the fraternity;
• Didn't have to consume any unwanted substances during breakout, but doesn't have any recollection of anyone consuming tobacco laced hotdogs
 Was only in the breakout time for maybe 10 minutes; He went to bed a little after this time, and went inside and went to sleep – everyone was allowed to sleep if they wanted
• Late August – very big honor to be put up so go to a bar and drink before event, they took phone too during his newman year, the night you're put up you're getting really drunk
• event (that was thought to be rush related) doesn't ring any bells, but doesn't think that anyone would have let Nicky drive while intoxicated if they knew he was

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Late Coowin
Investigator Name

Investigator Signature Date

Investigators: Dr. Andel Fils-Aime and Christopher Swanson

Date: 11/28/18

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

- year at UT. Member of put me up for it. Went through application and interview process.
- Six short essay questions on application. Had a meet and greet with guys on selection committee. Dinner with guys on selection committee. Interview with selection committee.
- 5 old men from . Only new man from
- in in
- Expectations of new men: Supposed to meet service requirement (30 hrs/semester). Meet with 3 old men in Cowboys to get to know them. Show up to meetings on Wednesday nights. Hold yourself to the high standard that Cowboys represents and be a leader on campus.
- Not sure what happens if new men don't meet requirements.
- Official initition:
- Definition of hazing: Forcing someone to do something they're not comfortable with or detrimental to their health. Or anything mentally detrimental.
- Have not witnessed hazing as a part of Cowboys.
- Retreat timeline and details
 - About 2.5 hours away. Drove up there with some guys in new men class. 4-5 of us in car. Got up there around 6pm and unloaded everything we had (food, chairs, speaker). Hung out. Started grilling burgers, hug out, waited for old men (who took a bus). We had dinner and hung out around the fire. We then had a football game as a new men class. Then did relay events. Then we got into the trailer where the cannon is kept, drove us off not even a mile away, and we found our way back. Then we got to shoot off the cannon. Then hung out with old men. Me and old men decided to come back to Austin We had left before Nicky and that car left.
 - Relay event
 - Don't remember every event in relay. What I had to do was an army crawl vs. one other guy down the length of the field and back. Some guys had milk. I did not have to chug milk. I did have mustard all over my body; someone else (old man) had poured it over my body.
 - Don't remember everything that happened during the relays. Do recall dizzy bat, do not recall barrell rolls.
 - o Found out about accident that morning around 6-7a.
 - o Did not eat tobacco laced hot dogs
 - o Heard about someone biting head off hamster but did not witness

- O Told to bring live chicken. Another new man got. Chicken came out in the trailer and was with us when we found our way back to the camp site.
- o I was tasked with tit. Had it in the bed of my truck but never did anything with it.
- Not confined to any uncomfortable spaces.
- o Was not paddled at the retreat.
 - Heard there may have been paddling but did not witness it.
- When I went off with my old men,

. That was about it.

- Old not feel sleep deprived. Old man drove my car back. I was awake the whole ride back.
- You were with your old men and they were checking in on you. There was no designated person checking in on you to make sure you are okay to drive.
- Had meeting week after the accident during our new men/Cowboys meeting. Discussed accident.
 - There was a lawyer there and alumni presidents and board members were there.
 Said they were doing investigative work. Told us it was best to stay quiet with those outside of Cowboys.
- A few of us last night met with a lawyer and the alumni president last night. Lawyer told us to be truthful.
- That night I was told if I was ever uncomfortable I could have gotten out of the situation and said no. I could have not even gone to the retreat. The night was our own decision; I could have gotten out of anything.

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Student Name	Student Signature	Date
Archel Fils-Anc	And Feb	11/28/2018
Investigator Name	Investigator Signature	Date

Student Name: Investigators: Robert Leary, Katie Goodwin Date: December 6, 2018 Student Organization: Texas Cowboys			
Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:			
 Joined the Cowboys in Affiliated with He was present at the Fall 2018 Ranch Timeline of events at his Newman Ranch was similar to or identical to the Fall 2018 Ranch Definition of hazing – bullying or peer pressuring people into doing things that they wouldn't do on their own 			
 Denied any eating or ingesting unwanted substances earlier in the night – ex. Tobacco dip Noted that the hamster and chickens on the shopping list were unusual items – the octopus was on his Newman shopping list Not sure of the chicken's purpose, but the Newmen carry the chicken around while they 			
 are doing things At his Newman Ranch, they had to carry the chicken in the trailer He stated that someone may have had to eat the octopus at his Ranch but he is not sure 			
• At this year's Ranch, the trailer ride was longer than normal and people had to fire the cannon for the Newmen to find their way back – took the Newmen maybe 45 minutes to an hour to get back to camp			
• During separate organizational time, he noted a few hazing related behaviors such as drinking beer out of hats, giving people sardines (an was walking around with these)			
 During separate organizational time, he was with the other The cops came and everyone gathered around the bonfire and then went into barn Everyone was cheering on the who bit the head off the hamster Biting the head off the hamster has happened before at the retreats apologized to for letting it happen in the first place There were probably 25-30 people in the barn, maybe 4 or 5 Newmen present People were egging on He expressed regret for not stopping this from happening The last time it happened, had to bite the head off the hamster – it happened after separate organizational time, his asked him to do it, he regrets doing so He knows that a Fall 2015 kid told him that it happened and that it may have happened in Spring 2016 too 			
The guys who did it before him were not and and was not forced to do it by			

	Everyone was joking about the mainster around the fire and after the cops came,
	they asked to bite the head off the hamster
•	The Judicial Board hired an investigator and the names he got were and
	the other were not ever interviewed during the investigation, the
	them know ahead of time that they were and then it was announced during the meeting
•	Did not witness any paddling at the Ranch
• There's a talent show within Cowboys where people do gross things –	
	his, some of the gross things include drinking syrup
	 This is not happening this semester
	o Typically, the the activities
•	The makes the shopping list for Ranch and to knowledge, this
	happened this semester as well

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

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Student Name

Date

LATIC GOODWIN

Investigator Name

Investigator Signature

Date

Student Name:

Investigators: Melissa Wommack, Dorie Kaye

Date: November 30, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

• Oldman (joined)

- Went to ranch his Newman year and went in Spring
- Did not go to ranch this fall
- was also a cowboy
- Breakout sessions at ranch are by affiliation
 - o Traditions are based on where you come from
 - breakout sessions have changedis big on open talking and reflection
 - o Felt like he had a lenient semester when he was a Newman
 - o Never forced to drink or do something physical
 - o Last spring reflected on what cowboys meant to them
- Really wants the guys to become close and facilitate family environment
- Served on for cowboys this semester
- Was on in spring
- Going to be
- in spring

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Stu

Melissa Mommach

Student Signature Date

Investigator Figure

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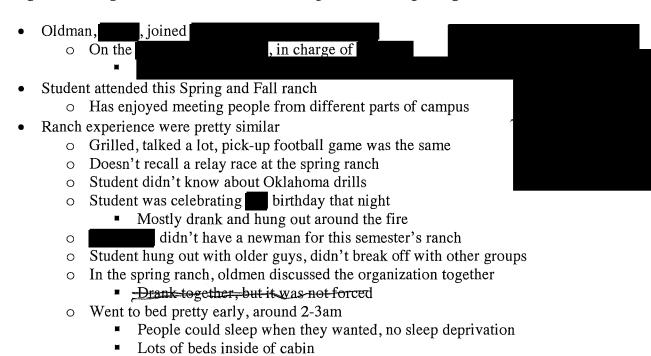
Student Name:

Investigators: Melissa Wommack, Amy Glasscock

Date: December 4, 2018

Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:



I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

Student has not been paddled or paddled anyone else as part of Cowboys

I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our meeting and that they may be edited for grammatical <u>purposes at a later time</u>; however, the content

Will remain unedited

Stud

Melissa Nommach
Investigator Name

Investigator Signature

Investigator Signature

Date



OFFICE OF THE DEAN OF STUDENTS

100 West Dean Keeton Street A5800 • Austin, TX 78712 • (512) 471-5017 • FAX (512) 471-7833 deanofstudents.utexas.edu • deanofstudents@austin.utexas.edu

Authorization and Release of Information From the Office of the Dean of Students

I, PLEASE PRINT: First Name M.I. Last Name	UTEID
request and authorize the Office of the Dean of Students at The U	niversity of Texas at
Austin, or any of its representatives, to release any information, o	pinions, documents,
and/or records regarding my disciplinary matter(s) to the following	ıg:
AUTHORIZED THIRD PARTY'S INFORMATION	
(1) Edward R. Lopez FULL NAME Fresident of Texas Condoys Alamni Association AFFILIATION/RELATIONSHIP TO STUDENT	
(2) Lawrence Morales II FULL NAME Secretary of Alumni Acsociation AFFILIATION/RELATIONSHIP TO STUDENT	210 559 6735 PH.#
(3)FULL NAME	PH. #
AFFILIATION/RELATIONSHIP TO STUDENT	
I may revoke this authorization in writing at any time, except to the Dean of Students has already relied on this information.	ne extent that the Office
Requested by:	
Date	
Ē	

Subject: Authorization Release Form Submitted

Date: Friday, February 1, 2019 at 7:30:04 PM Central Standard Time

From: Student Conduct and Academic Integrity Authorization Release Form

To: Student Conduct

An Authorization Release Form has been submitted.

request and authorize the Office of the Dean of Students at The University of Texas at Austin, or any of its representatives, to release any information, opinions, documents, and/or records regarding my disciplinary matter(s) to the following: **Gerry Morris**

Submitted: 02/01/2019 at 07:30 p.m.

Would you like Student Conduct and Academic Integrity to contact the person named in the release? No

Authorized party's phone number: (512) 478-0758

Authorized party's email address:

What is your relationship to the authorized party? Attorney

My email address:

My phone number:

This document was submitted using my EID and password.

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OFFICE OF THE DEAN OF STUDENTS

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CONFIDENTIAL INFORMATION NONDISCLOSURE AND LIMITED USE ACKNOWLEDGEMENT		
Recital		
As part of pending student disciplinary matters being brought by The Office of the Dean of Students, certain information that would otherwise be confidential has been identified as material for questioning and obtaining information related to this matter. I,, has been identified as a person with knowledge of relevant facts and thus has been summoned for questioning.		
When acting as a witness, I may share testimony or read documents or in some other fashion learn information that would otherwise not be revealed to them, and thus it is necessary that the need for confidentiality be fully understood.		
Acknowledgement		
Because of the confidential nature of the information as well as any testimony and other aspects of this investigation, I acknowledge that they are required to keep all documents, testimony, and other information made known to them at any student disciplinary meeting confidential and that they may not disclose of such testimony or other information to anyone being summoned for questioning.		
Student Signature Date		
University Representative Signature 12/4/18 Date		

OFFICE OF THE DEAN OF STUDENTS

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Authorization and Release of Information From the Office of the Dean of Students

Ι, _{ΡΙ}	LEASE PRI),
requ	est and authorize the Office of the Dean of Studen	nts at The University of Texas at
Aus	tin, or any of its representatives, to release any inf	formation, opinions, documents,
and/	or records regarding my disciplinary matter(s) to	the following:
AUT	THOR <u>IZED THIRD PARTY'S INFOR</u> MATION	
(1)		
(-) _	FULL NAME	PH. #
-	AFFILIATION/RELATIONSHIP TO STUDENT	
(2)		
(2) _	FULL NAME	PH.#
_	AFFILIATION/RELATIONSHIP TO STUDENT	
(3)		
(2)	FULL NAME	PH. #
	AFFILIATION/RELATIONSHIP TO STUDENT	•
I may	revoke this authorization in writing at any time,	except to the extent that the Office
of the	e Dean of Students has already relied on this infor	mation.
	·	
D		•
		Date
		Date
mail		Date

What to Expect from a Meeting with Student Conduct and Academic Integrity

The purpose of a meeting with a conduct administrator is to:

- Discuss the information included in a referral received by Student Conduct and Academic Integrity to determine if a violation of the University of Texas's *Institutional Rules on Student Services and Activities (UT Institutional Rules)* occurred.
- Explain the student conduct process, including the student's rights and responsibilities during the process.
- Discuss potential outcomes, including resolution options. Please know that no outcome has been determined prior to a meeting.

Student Privacy:

- Information received by Student Conduct and Academic Integrity and shared with a student will be handled in accordance with the regulations established by the Family Educational Rights and Privacy Act (FERPA), which can be found at: http://registrar.utexas.edu/staff/ferpa.
- Information regarding allegations against a student will not be disclosed without their authorization or consent, or as permitted by law.

Student Rights:

- To be notified of the alleged violation of the *UT Institutional Rules* in the referral.
- To receive an explanation of the disciplinary process, including options for resolving a case.
- To be provided with access to the UT Institutional Rules.
- To have an opportunity to respond to allegations made in a referral.
- To have an opportunity to provide documentation pertaining to the allegations.
- To have an adviser present during all meetings and hearings.
- To have resolution of the alleged violation, including resolution through an administrative disposition.

Student Responsibilities:

- To provide truthful and complete information during any and all interactions with a conduct administrator.
- To attend all meetings as scheduled or agreed upon with a Conduct Administrator.
- To respond to inquiries from a conduct administrator in a timely manner.
- To participate in the disciplinary process.

Are you currently enrolled in a University Honors Program?

Although you can choose not to share any information, we will proceed with investigating the matter and make decisions without the benefit of your participation.

	3				
Are you currently seeing a counselor with the	Counseling and Mental Health Center?	-	Yes	X	No
Are you currently registered with Services for	Students with Disabilities?	-	Yes	<u>X</u>	No
I acknowledge that I have read, reviewed and process at the University of Texas at Austin. I a violation of the Institutional Rules on Student S	ilso understand that my signature does n			-	•
Student Name	9 		— Date		
Kathaninelacodwin					
Staff Member Name	Staff Member Signature				

Subject: Authorization Release Form Submitted

Friday, January 25, 2019 at 10:48:08 AM Central Standard Time

From: Student Conduct and Academic Integrity Authorization Release Form

Student Conduct To:

An Authorization Release Form has been submitted.

request and authorize the Office of the Dean of Students at The University of Texas at Austin, or any of its representatives, to release any information, opinions, documents, and/or records regarding my disciplinary matter(s) to the following:			
Submitted: 01/25/2019 at 10:48 a.m.			
Would you like Student Conduct and Academic Integrity to contact the person named in the release? Yes			
Authorized party's phone number:			
Authorized party's email address:			
What is your relationship to the authorized party? Son			
My email address:			
My phone number:			

This document was submitted using my EID and password.

or

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OFFICE OF THE DEAN OF STUDENTS

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AND DIMITED USE ACKNOWNED GENERAL		
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Acknowledgement		
Because of the confidential nature of the information as well as any testimony and other aspects of this investigation, I acknowledge that they are required to keep all documents, testimony, and other information made known to them at any student disciplinary meeting confidential and that they may not disclose of such testimony or other information to anyone being summoned for questioning.		
Student Signature Date		
1130118		
University Representative Signature Date		

Subject: Authorization Release Form Submitted

Date: Friday, March 29, 2019 at 4:33:56 PM Central Daylight Time

From: Student Conduct and Academic Integrity Authorization Release Form

To: Student Conduct

An Authorization Release Form has been submitted.

request and authorize the Office of the Dean of Students at The University of Texas at Austin, or any of its representatives, to release any information, opinions, documents, and/or records regarding my disciplinary matter(s) to the following:			
Submitted: 03/29/2019 at 04:33 p.m.			
Would you like Student Conduct and Academic Integrity to contact the person named in the release? Yes			
Authorized party's phone number:			
Authorized party's email address:			
What is your relationship to the authorized party? Attorney			
My email address:			
My phone number:			

This document was submitted using my EID and password.

Student Name: Katharine Goodwin, Melissa Jones-Wommack Date: January 31, 2019
Student Organization: Texas Cowboys

Student Conduct and Academic Integrity received a referral related to the student organization listed above. Student Conduct and Academic Integrity met with the above-named student and during this meeting, the student made the following statements regarding the referral:

•	He had to during his Newman retreat
•	His experience was similar to in Fall 2018 –
	was there and 10-15 other people
•	One of the Newmen brought the hamster during his Newman retreat
•	
•	was not a, he was an started the hamster incident in
	his capacity as the
•	He thinks it may have been because people thought
•	Had heard stories of the kid doing it the year before him – it was
•	He heard that a Newman bit the head off the hamster in Fall 2015
•	There were two hamsters at his Newman retreat, but nothing happened to the other hamster
	during his retreat
•	Fall 2018 Newman retreat – the hamster occurred towards the end of the separate org time.
	everyone was telling him to do it, said that he did it to
	o They brought it to the barn and
	o The hamster was in the cannon trailer when the Newmen were taken away in the
	trailer and carried back to the ranch when
	o picked up the hamster box and brought it into the barn
	o Noted that he regrets doing so and that it was a huge mistake
•	Prior to the retreat, he was brainstorming ideas for the Ranch with the Newmen committee
	and he brought up bringing a hamster
	 The committee was there for the brainstorming, but did not make the final shopping list
	o leads the
	spoke with a Cowboy that had graduated who said that the hamster had been a part
	of the Ranch prior to 2015
•	When the Newmen were in the trailer, the Oldmen were sitting by the fire, talking about
•	what they had done at their retreats, and said he
	at his retreat
	Once the Newmen got back, they moved the hamster into the barn

I understand that in an effort to encourage reporting of hazing incidents, the law grants immunity from civil or criminal liability to any person who reports a specific hazing event in good faith and without malice to the Dean of Students or other appropriate official of the institution and

immunizes that person from participation in any judicial proceeding resulting from liability that might otherwise be incurred or imposed as a result of the report.

I acknowledge that I have read and reviewed these meeting notes and they are an accurate representation of the information I disclosed to Student Conduct and Academic Integrity in the Office of the Dean of Students. I recognize that this is an unedited copy of the notes from our meeting and that they may be edited for grammatical purposes at a later time; however, the content will remain unedited.

Investigator Name

St Date

Investigator Signature

Date

Subject:

FW: Talking points for Texas Cowboys Hazing Investigation

Date:

Friday, December 14, 2018 at 10:08:33 AM Central Standard Time

From:

Buckenmeyer, Susan E

To:

Ramos, Elisa, Taber, Megan A, Neumann, Stacy L, Mayes, Marcus B, Pope, Joanna

Attachments: image001.png, ATT00001.htm, Cowboys Hazing Talking Points.pdf, ATT00002.htm

SUSAN BUCKENMEYER, Director of Student Activities

The University of Texas at Austin | Office of the Dean of Students | 512-471-3065 | deanofstudents.utexas.edu/sa

From: Doug C Garrard <garrardd@austin.utexas.edu>

Date: Thursday, December 13, 2018 at 5:15 PM

To: Marilyn Russell <marilynr@austin.utexas.edu>, "Brune, Wanda K"

<wanda.brune@austin.utexas.edu>, "Buckenmeyer, Susan E" <susan@austin.utexas.edu>, Araceli S

Nieto <a.nieto@austin.utexas.edu>

Subject: Fwd: Talking points for Texas Cowboys Hazing Investigation

FYI to share with staff

DOUG GARRARD, Ed.D, Associate Vice President of Campus Life and Senior Associate Dean of Students | Deputy Title IX Coordinator | Assistant Professor of Practice
The University of Texas at Austin | Office of the Dean of Students | Department of Educational Administration | 512-471-5017 | deanofstudents.utexas.edu

Begin forwarded message:

From: "Bulow, Brooke" < bbulow@austin.utexas.edu>

Date: December 13, 2018 at 3:35:42 PM CST

To: "Reagins-Lilly, Soncia" < Soncia.R.Lilly@austin.utexas.edu>, "Garrard, Douglas C"

<garrardd@austin.utexas.edu>, "Fils-Aime, Andel P" <<u>Andel.Fils-Aime@austin.utexas.edu</u>>, "Longoria, Carol A" <<u>caroll@utexas.edu</u>>

Cc: "Kennedy, Sara J" <kennedy@austin.utexas.edu>, "Cybulski, Jess M"

<jesscybulski@austin.utexas.edu>, "Dominguez, Edna A" <edna.dominguez@utexas.edu>

Subject: FW: Talking points for Texas Cowboys Hazing Investigation

FYI --

From: Bakre, Shilpa P < shilpa.bakre@utexas.edu > Sent: Thursday, December 13, 2018 3:22 PM

To: Hernandez, Rachelle < rachellehernandez@utexas.edu >; Connerat, Carolyn K

<<u>cconnerat@austin.utexas.edu</u>>; Bellavia, Bianca E <<u>bbellavia@austin.utexas.edu</u>>; Bulow, Brooke <<u>bbulow@austin.utexas.edu</u>>; Cybulski, Jess M <<u>jesscybulski@austin.utexas.edu</u>>

Cc: Tuttle, Paige M
paige.tuttle@utexas.edu
; Fitzpatrick, Kylie C

< kylie.fitzpatrick@utexas.edu>; Kennedy, Sara J < kennedy@austin.utexas.edu>; Susswein, Gary J

<susswein@austin.utexas.edu>

Subject: Talking points for Texas Cowboys Hazing Investigation

Hello all -

Please see the attached for talking points. Feel to reach out if any further information is needed.

I have also included the link to the Statesman article below: https://www.statesman.com/news/20181213/texas-cowboys-event-included-paddling-animal-abuse-says-family-of-student-who-died-in-wreck

SHILPA BAKRE, MPaff | Communications Strategist University Communications The University of Texas at Austin O: (512) 232-3741 | M: (512) 705-1228 Subject:

CANCELLATION 37966417 PCL: TEXAS COWBOYS SPRING BBQ 2019 4/10/19

Date:

Friday, March 29, 2019 at 2:16:42 PM Central Daylight Time

From:

FS-EVENTS

To:

CC:

Neumann, Stacy L

Attachments: getjobid317404.pdf

Dear

Your cancellation email has been received, and you event has been cancelled. If you have questions or need further assistance, please do not hesitate to contact us by phone (512-471-2020), or email (<u>fs-events@austin.utexas.edu</u>).

Thank you,

Kristin High, Work Control Specialist Facilities Service Center | The University of Texas at Austin | 512-471-2020 | fs-events@austin.utexas.edu

Subject: Holding Ourselves Accountable

Date: Thursday, March 28, 2019 at 3:32:17 PM Central Daylight Time

From: President Gregory L Fenves

To: Neumann, Stacy L

Photograph of The University of Texas at Au	ustin Seal.

Dear UT Community,

In recent weeks, you probably have read or heard about several stories involving The University of Texas. I write to you today to provide some facts and update you about the university's response to these situations.

As you may know, our student Nicky Cumberland died in a car accident last year while returning to Austin after an off-campus retreat with the Texas Cowboys. His death was a tragedy felt throughout the university community. More than anything, it was an unimaginable loss for his parents, family and friends.

After allegations of hazing at the Cowboys retreat surfaced, the Office of the Dean of Students launched an investigation. This week, it released a report that found multiple violations of university rules and recommended a minimum six-year suspension for the Cowboys. The organization still has an opportunity to appeal, and the case will be judged on its facts.

Let me make clear — there is no place for hazing at The University of Texas. The

mission of this university — to educate, learn, discover and serve — can only be accomplished in an environment where we respect one another. Where we look after our neighbors, peers and friends.

You probably also have heard about the federal investigation into admissions fraud at eight universities across the nation. This resulted in the charging of one UT employee — Men's Tennis Coach Michael Center. He is accused of accepting money to help admit a student who was not qualified as a student-athlete in 2015. Mr. Center has been fired. The university continues to work with federal prosecutors and law enforcement in their investigation.

Vice President for Legal Affairs Jim Davis is leading a review of the alleged 2015 fraud. Our goal is to find out what went wrong, if the problems extended beyond a single incident, where the university came up short and how we can enhance our rules and procedures to prevent anything like this from happening again. The integrity of every college, school and unit on the Forty Acres is absolutely vital to the continued success of the university.

As a result of the recent federal charges, the U.S. Department of Education is investigating the eight universities named in court documents (including UT), and the Southern Association of Colleges and Schools, our accrediting agency, has requested information. Further, Governor Greg Abbott is requiring all Texas higher education institutions to review their admissions policies and procedures. The university is working closely with all of these agencies. If you have further questions, please visit our FAQ page.

Our ability to serve the public hinges on the ethical actions of every single person associated with UT — students, faculty, staff, alumni and administrators. When our values are compromised, everyone feels it, and I want to assure you that we are taking strong action to address these recent episodes.

Sincerely,	

Gregory L. Fenves President

 @gregfenves

You received this message because you are subscribed to the [University of Texas at Austin-HR-ALL-ALLUTEMPLOYEES-Official] group. To change your email subscription settings, go to https://utdirect.utexas.edu/apps/group_email/unsubscribe/. You may not opt out of receiving Official emails from the Group E-mail system.

FW: Talking points for Texas Cowboys Hazing Investigation



Buckenmeyer, Susan E

4)

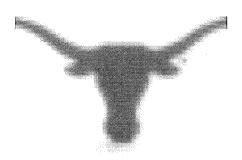
~

Reply

Fri 12/14/2018, 10:08 AM

Ramos, Elisa; Taber, Megan A; Neumann, Stacy L; Mayes, Marcus B; Pope, Joanr ≯

Inbox





ATT00001.htm 663 bytes



Cowboys Hazing Talking...



ATT00002.ht 462 bytes

★ Show all 4 attachments (91 KB)

Download all

Save all to OneDrive - The University of Texas at Austin

SUSAN BUCKENMEYER, Director of Student Activities

The University of Texas at Austin | Office of the Dean of Students | 512-471-3065 | deanofstudents.utexas.edu/sa

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<wanda.brune@austin.utexas.edu>, "Buckenmeyer, Susan E" <susan@austin.utexas.edu>,

Araceli S Nieto <a.nieto@austin.utexas.edu>

Subject: Fwd: Talking points for Texas Cowboys Hazing Investigation

FYI to share with staff

DOUG GARRARD, Ed.D, Associate Vice President of Campus Life and Senior Associate Dean of Students I Deputy Title IX Coordinator I Assistant Professor of Practice The University of Texas at Austin I Office of the Dean of Students I Department of Educational Administration I <u>512-471-5017</u> I <u>deanofstudents.utexas.edu</u>

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Date: December 13, 2018 at 3:35:42 PM CST

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C" <garrardd@austin.utexas.edu>, "Fils-Aime, Andel P" <<u>Andel.Fils-Aime@austin.utexas.edu</u>>, "Longoria, Carol A" <<u>caroll@utexas.edu</u>>

Cc: "Kennedy, Sara J" < kennedy@austin.utexas.edu >, "Cybulski, Jess M"

<jesscybulski@austin.utexas.edu>, "Dominguez, Edna A"

<edna.dominguez@utexas.edu>

Subject: FW: Talking points for Texas Cowboys Hazing Investigation

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Sent: Thursday, December 13, 2018 3:22 PM

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Bulow, Brooke < bulow@austin.utexas.edu >; Cybulski, Jess M

<jesscybulski@austin.utexas.edu>

<kylie.fitzpatrick@utexas.edu>; Kennedy, Sara J <kennedy@austin.utexas.edu>;

Susswein, Gary J < susswein@austin.utexas.edu>

Subject: Talking points for Texas Cowboys Hazing Investigation

Hello all -

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I have also included the link to the Statesman article below: https://www.statesman.com/news/20181213/texas-cowboys-event-included-paddling-animal-abuse-says-family-of-student-who-died-in-wreck

SHILPA BAKRE, MPaff I Communications Strategist

University Communications
The University of Texas at Austin
O: (512) 232-3741 | M: (512) 705-1228

Cowboys Hazing Talking Points

- The university is committed to providing a safe educational environment for all students and does not tolerate hazing by any group or individual affiliated with it.
- Allegations of hazing by the Texas Cowboys are under investigation. At this time, the investigation has completed the initial round of interviews.
- To protect the integrity of the student conduct process, we are not able to share any additional information at this time.
- Disciplinary actions against the organization will be considered as warranted once the investigation is complete.

What is the university doing to combat hazing?

Over the past year we have continued to increase our standing commitment to hazing prevention. Current initiatives include:

- The <u>Hazing Prevention and Education Committee</u> through the Wellness Network is a committee of faculty, staff, students, and key stakeholders working together to develop a data-driven approach for campus-wide hazing prevention initiatives.
- The University of Texas at Austin is a member of the <u>Hazing Prevention Consortium</u> led by Dr. Elizabeth Allan through StopHazing. The Hazing Prevention Consortium supports member campuses over a three year period to collect data and establish data-driven and sustainable practices for hazing prevention in collaboration with campuses from across the country.
- The Horns Against Hazing initiative began in spring 2018 to broaden the reach of hazing
 prevention and education to the entire campus through guest speakers and ongoing educational
 opportunities.
- The Office of the Dean of Students has two full time staff members dedicated to hazing prevention through institutional and donor funding, the Prevention and Risk Management Coordinator and the Parent and Family Outreach Coordinator.
- The Safety Education Program required for all student organizations covers a variety of health and safety topics for student organizations, including the definition of hazing and how to report.
- Within the next year, we are looking forward to the development of a campus-wide website dedicated to hazing prevention, providing a training to the Counseling and Mental Health Center on hazing, and continuing to broaden the reach of our hazing prevention efforts.

Subject: Cowboys Media Sideline Passes

Date: Tuesday, September 4, 2018 at 1:13:03 PM Central Daylight Time

From: Edward R. Lopez

To: Buckenmeyer, Susan E

CC: Brown, Blair E, Reagins-Lilly, Soncia, Garrard, Douglas C

Hello Susan,

My name is Eddie Lopez, President of the Texas Cowboys Alumni Association. I learned today that the two media passes were removed from Cowboys because of a drinking incident in a game last fall and one of the Cowboys not suppose to have that specific pass.

I just wanted to let you know that this is the first time ever hearing about drinking ever being a factor. I am the only one that has access to those passes and the only one that releases the passes. The photographer is not a Cowboy, but UT alumnus (father is a Cowboy) and doesn't drink, we actually hire him independently. I had given the other videographer pass out only once to another Cowboy and his dad would make sure he didn't get on the field if he was. I make sure that everyone that has a pass, either EC or other wise respects the rules and are capable of doing their duty for the University, as I am committed to making sure everyone is always doing the right thing because of this very issue. I understand that these passes are a privilege, and I assure you that we have treated them with the upmost respect.

When I did release that pass to Crawford the videographer was not able to make the game, and when I found out of the rule I quickly told Crawford to leave the field. I had actually brought up this issue with Dean Lilly and Doug Garrard in a meeting last semester, which I was still not aware of any drinking issue, so I don't know where this came about.

There was a Cowboy that had a sideline pass, at one of the games, but it was not from one of our allotments and he was very involved with UT as student that I don't think he would disrespect the rules either.

I am asking that this decision is reconsidered. I have also asked Athletics if possible that I would have access to the field as a Sponsor for Texas Cowboys like Silver Spurs has a sponsor on the field. Texas Cowboys has been asked to do a lot for athletics this year which a big one would have all Cowboys sitting together at the games. I think having an adult representative from Cowboys present would help be able to make sure EVERYONE is doing the right thing at all times.

Athletics thought it was an idea worth looking into, so they were checking to see if they could get me an All Access Pass since Cowboys are being asked to not only be at football games, but baseball, soccer, and some volleyball and basketball games.... I am still waiting to hear back as there are so many new things going on. I would ask that instead of removing these passes that one be given to our photographer and the other be for myself incase the all access pass doesn't work out to make sure everyone is on the same page.

Dean Lilly know that I am committed to making sure Cowboys are at all times doing what they are suppose to do, thats why when I gave the pass out to Crawford and found out about the rule of having only an exact amount of Cowboys on the field I quickly got the pass back, sent him back to his seats and apologized to all about my mistake.

Please let me know your thoughts,

Take care and Hook'em,

EL.

Edward R. Lopez
President - Texas Cowboys Alumni Association
Past President - Longhorn Alumni Band
Tejas Club Foundation
Life Member - Texas Exes
Ambassador for the University of Texas Club
Office: (512) 229-1985
Mobile: (956) 458-6162

"May the Eyes of Texas Always be Upon You"

Subject: Re: Thoughts and Prayer w Student in Accident

Date: Sur

Sunday, September 30, 2018 at 8:31:38 PM Central Daylight Time

From:

Scott Noble

To:

Reagins-Lilly, Soncia

Thank you and I feel better when you are all engaged.

Here on standby to assist in any manner, transportation....anything.

Sincerely,

Scott Noble CEO

Noble Royalties, Inc. 15303 N. Dallas Parkway #1350 Addison, Tx 75001 B 972-720-1888 www.nobleroyalties.com

Sent from my iPhone

On Sep 30, 2018, at 8:27 PM, Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu > wrote:

Thank you, Scott. My hands are in prayer position!

Thanks, Soncia

Soncia Reagins-Lilly | Vice President
Student Affairs | Dean of Students |
The University of Texas at Austin | studentaffairs.utexas.edu | deanofstudents.utexas.edu

On Sep 30, 2018, at 7:01 PM, Russell, Marilyn L <marilynr@austin.utexas.edu> wrote:

Thank you Scott.

We are aware and working with this situation as we speak. Thank you for reaching out. We will all stay positive and hope for the best outcome for all students involved.

As this develops and more students become aware, please let me know if your chapter could use some support services or connection to campus resources. I have copied Matt in case he is aware of needs on the ground here

in Austin.

Thanks, Marilyn

MARILYN RUSSELL, M.A., Director, Sorority and Fraternity Life
The University of Texas at Austin | Office of the Dean of Students | 512-471-9700 |
deanofstudents.utexas.edu

From: Scott Noble

Sent: Sunday, September 30, 2018 7:38 PM

To: Russell, Marilyn L

Cc: Garrard, Douglas C; Reagins-Lilly, Soncia

Subject: Thoughts and Prayer w Student in Accident

Friends

I was just made aware of the vehicle accident involving the Texas Cowboys returning from their offsite location at the early hours of today.

I am so saddened to be informed of this accident.

Our student was asleep in the passenger seat when the accident incurred, has a decent recollection of the accident, and appears to be fine and recently met with our onsite advisor. He is not in danger and has been professionally medically evaluated.

Our collective prayers go out to the student still hospitalized and I am told is in serious condition. I believe this young man needs our attention as all others in the vehicle have been allegedly cleared as to medical conditions.

Let me know how we can help in any manner. My thoughts are with you as caring and thoughtful professionals and our prayers are with those injured, their friends and their family.

Sincerely,

Scott Noble CEO

Noble Royalties, Inc. 15303 N. Dallas Parkway #1350 Addison, Tx 75001 B 972-720-1888 www.nobleroyalties.com

Noble Royalties

www.nobleroyalties.com

Every transaction is unique and every seller has different needs. Noble's team of professionals visit with each potential seller to discuss their options so they are empowered to make the best decision for their families.

Sent from my iPhone

NOTICE: This e-mail message and all attachments transmitted with it are intended solely for the use of the addressee and may contain legally privileged and confidential information. If the reader of this message is not the intended recipient, or an employee or agent responsible for delivering this message to the intended recipient, you are hereby notified that any dissemination, distribution, copying, or other use of this message or its attachments is strictly prohibited. If you have received this message in error, please notify the sender immediately by replying to this message and please delete it from your computer.

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Subject: FYI

Date: Thursday, October 4, 2018 at 8:30:41 AM Central Daylight Time

From: Soucy, Kelly L

To: Reagins-Lilly, Soncia, Garrard, Douglas C

Hi Dr. Lilly and Dr. Garrard-

SES and CMHC met with the Cowboys last night. Their advisor, Eddie, expressed concerns he had heard from the men in the wreck. He stated that had questioned each man about what happened and if they were somehow responsible. The men expressed to Eddie that this made them feel like they were under investigation and caused further distress.

Please let me know if you have questions.

Thanks,

KELLY SOUCY, Director of Student Emergency Services
The University of Texas at Austin | Office of the Dean of Students |
512-232-2854 | deanofstudents.utexas.edu/emergency

Subject: Fwd: URGENT: Campus wide email form

Date: Thursday, November 1, 2018 at 12:43:29 PM Central Daylight Time

From:

To:

Reagins-Lilly, Soncia

Sent from my iPhone

Begin forwarded message:

From:

Date: November 1, 2018 at 12:39:05 PM CDT

To: "Carreon, Becky H" < bcarreon@austin.utexas.edu>

Subject: Re: URGENT: Campus wide email form

Subject: Remembering Nicky Cumberland

Longhorns,

Many

of you have been following the news and are aware of the car accident that involved six members of our community. Nicholas "Nicky" Cumberland, who has been on life support since September 30th, passed away at Houston Methodist Hospital on Tuesday afternoon. He was surrounded by his family and loved ones.

Nicky was gifted

with a brilliant mind, a kind heart, and a wholesome spirit. He used those gifts in the service of others, touching many lives at UT and beyond. Those who had the good fortune of being around Nicky can recall how he made them feel – cared about, supported,

and important. To Nicky, everybody was somebody, and he never took anybody for granted. He didn't take

his time for granted, either. Nicky was triple majoring in Business Honors, Finance, and Radio-Television-Film and minoring in Entrepreneurship. He was heavily involved on the Forty Acres as a member of Kappa Sigma, Young Life, Texas Cowboys, and UT Cheer,

and as a committee member of Genesis, Student Consulting Initiative, and Chase the World.

Put

simply, he loved being a Longhorn, he loved others, and he loved life. Tonight at 7:30pm we will be honoring his life at the Main Mall, and all members of the community are encouraged to attend. The event page is

here.

Please continue

to keep the Cumberlands, and the many people who loved him in your thoughts.

If you have a moment, please also read Nicky's

full

obituary and consider making a donation to

the scholarship

fund that has been created in his honor.

It's been a

really difficult week, and many of us are still grieving over the mass shooting at the Tree of Life synagogue in Pittsburgh. As we uplift those who knew Nicky, let's also send strength to the Jewish community and ensure they know that they are not alone.

As a reminder,

if you or another student needs to speak with a professional at any time, call the Counseling & Mental Health Center's 24/7 Crisis Hotline at 512-471-2255 or call 512-471-3515 to make a free appointment. If you have concerns about a fellow student, call the Behavior Concerns Advice Line at 512-232-5050.

#LoveLikeNicky

Hook

'em

On Thu, Nov 1, 2018 at 12:32 PM wrote: Subject: Remembering Nicky Cumberland

Longhorns,

Many

of you have been following the news and are aware of the car accident that involved six members of our community. Nicholas "Nicky" Cumberland, who has been on life support since September 30th, passed away at Houston Methodist Hospital on Tuesday afternoon. He was surrounded by his family and loved ones.

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really difficult week, and many of us are still grieving over the mass shooting at the Tree of Life synagogue in Pittsburgh. As we uplift those who knew Nicky, let's also send strength to the Jewish community. We've got to help one another get by in times like these.

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#LoveLikeNicky

Hook

'em

Subject: Re: message to students

Date: Thursday, November 1, 2018 at 5:28:11 PM Central Daylight Time

From: Preiss, Steven K

To: Susswein, Gary J

CC: Reagins-Lilly, Soncia

Thank you.

I've sent the message.

Best, Steve

STEVE PREISS, Director, IT

The University of Texas at Austin | Office of the Dean of Students | 512-232-2849 | deanofstudents.utexas.edu

From: "Susswein, Gary J" <susswein@austin.utexas.edu>

Date: Thursday, November 1, 2018 at 5:18 PM

To: "Preiss, Steven K" <Steven.Preiss@austin.utexas.edu>
Cc: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>

Subject: message to students

To be sent from

Subject: Remembering Nicky Cumberland

Dear Longhorns,

Many of you have been following the news and are aware of the car accident in September that involved six members of the Texas Cowboys, an organization that provides leadership and service to our campus community. Nicholas "Nicky" Cumberland, who has been on life support since September 30, passed away at Houston Methodist Hospital on Tuesday afternoon. His family and loved ones were by his side.

Nicky was gifted with a brilliant mind, a kind heart, and a contagious spirit. He used those gifts in the service of others, touching many lives at UT and beyond. Those who had the good fortune of being around Nicky can recall how he made them feel – cared about, supported, and important.

Tonight at 7:30pm we will be honoring his life at Gregory Plaza, and all members of the community are encouraged to attend. The event page is here.

As a reminder, if you or another student needs to speak with a professional at any time, call the Counseling & Mental Health Center's 24/7 Crisis Hotline at 512-471-2255 or call 512-471-3515 to make a free appointment. At any time, you may also call Student Emergency Services at 512-471-5017. If you have concerns about a fellow student, call the Behavior Concerns Advice Line at 512-232-5050.

#LoveLikeNicky

Hook 'em

GARY SUSSWEIN, Chief Communications Officer The University of Texas at Austin 512.471.4945 | 512.694.7909 (m) | utexas.edu Subject: FW: Urgent: request for comment/statement - Nicky Cumberland

Date: Friday, November 16, 2018 at 12:16:53 PM Central Standard Time

From: Kennedy, Sara J

To: Reagins-Lilly, Soncia

SARA KENNEDY, Director of Strategic and Executive Communications

The University of Texas at Austin | Office of the Dean of Students | 512-232-2846 | deanofstudents.utexas.edu

From: "Bird, J.B." <jbird@austin.utexas.edu>
Date: Friday, November 16, 2018 at 11:41 AM

To: Sara Kennedy kennedy@austin.utexas.edu, "Bulow, Brooke"
bbulow@austin.utexas.edu, Jess

Cybulski <jesscybulski@austin.utexas.edu> Cc: Shilpa Bakre <shilpa.bakre@utexas.edu>

Subject: FW: Urgent: request for comment/statement - Nicky Cumberland

Sara, Brooke and Jess: please see the email below. We'll need to confer on this quickly. Are you around today?

I'm checking with Legal to see who the right person is to help us respond.

J.B.

From:

Sent: Friday, November 16, 2018 11:25 AM

To: Bird. J.B.

Subject: Urgent: request for comment/statement - Nicky Cumberland

Hi JB,

This morning, The Daily Texan received a statement from Shawn Cumberland regarding the death of his son, Nicholas Cumberland, as the result of an accident that occurred while he and other members of the Texas Cowboys were returning from an event in the early morning hours of Sept. 30, 2018.

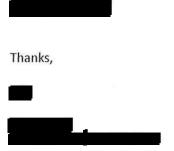
In the statement, Mr. Cumberland alleges that hazing occurred at the New Man retreat event attended by Nicky during the weekend of Sept. 28-30. Mr. Cumberland also alleges the event, its location and time were not made available by the Texas Cowboys. Finally, Cumberland alleges, this group of Texas Cowboys began their return trip to Austin before 5 a.m. with "zero sleep."

The Cumberland family has shared information and documents with the proper authorities, who have assured them that they will conduct a thorough investigation. We are wondering if the University has received any information regarding hazing at the event, and if it will begin investigating Texas Cowboys for hazing? Because of the nature of these allegations, we are requesting an on-the-record statement in response from the University regarding this investigation and Mr. Cumberland's allegations by the end of the day today.

We also have additional questions we would like answered by the end of the day:

- Did the Texas Cowboys follow designated guidelines regarding disclosure of their travel plans to the University?
- Where exactly was this retreat hosted?
- Was the University investigating this car crash prior to any contact from Shawn Cumberland?

Please let me know if you have any questions or need any clarification. I'm available by text, call or email.



Subject: Hazing Investigation

Date: Tuesday, November 20, 2018 at 12:31:29 AM Central Standard Time

From: Brian Ferguson

To: Reagins-Lilly, Soncia

Dr. R-L,

The Cowboys alumni across the country will be shoulder to shoulder with you on your investigation - wherever it leads.

If you ever detect any waivering, etc., please let me or any of the alumni who have come up on your watch know.

All the best, Brian Ferguson Subject:

FW: Cowboys book

Date:

Sunday, December 9, 2018 at 9:18:52 PM Central Standard Time

From:

Carlos E Martinez

To:

Reagins-Lilly, Soncia

Attachments: IMG_1745.jpg

FYI....

Carlos

From: Shawn Cumberland

Sent: Sunday, December 09, 2018 9:32 AM

To: Carlos E Martinez **Cc:** Alexandra Cumberland **Subject:** Cowboys book

Hello Carlos,

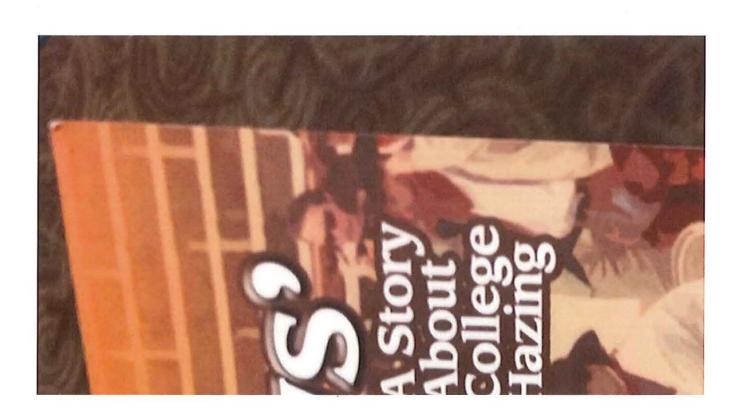
When I visited with President Fenves, I meant to leave a copy of the book by Ruth Harten. I've asked a friend of Nicky's to drop it by the office.

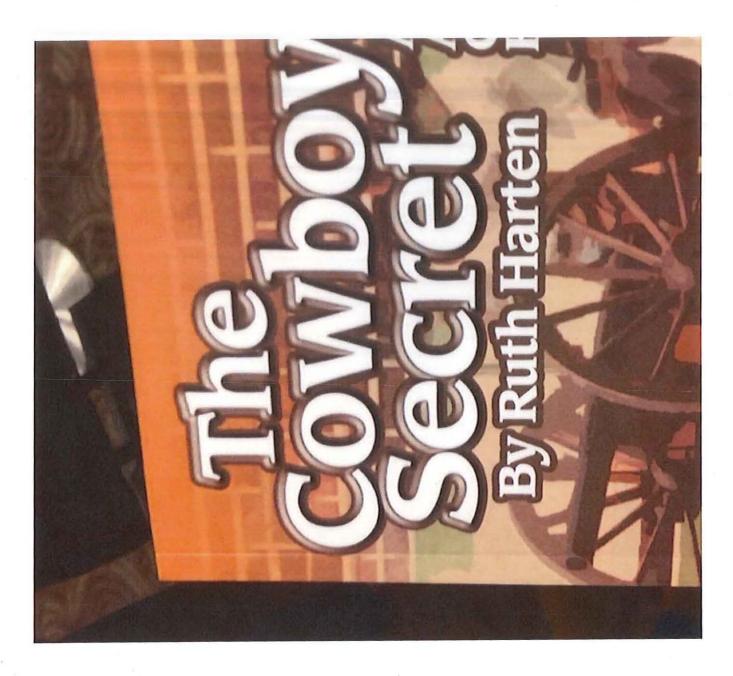
It is a worthwhile read.

Thanks for all your help and support!

Best always. Shawn

#LoveLikeNicky





Sent from my iPhone

Subject:

Re: Hazing Answers

Date:

Wednesday, December 12, 2018 at 3:15:19 PM Central Standard Time

From:

Kennedy, Sara J

To:

Bird, J.B., Bakre, Shilpa P, Susswein, Gary J

CC:

Reagins-Lilly, Soncia, Bulow, Brooke

Attachments: Cowboys Hazing Questions.docx, image001.png

I'm fine with that. My edits are attached, language discussed with Dr. Lilly. I think Legal needs to review answers as well.

I'm ok with statements being attributed to me.

Thanks,

SARA KENNEDY, Director of Strategic and Executive Communications

The University of Texas at Austin | Office of the Dean of Students | 512-232-2846 | deanofstudents.utexas.edu

From: "Bird, J.B." <jbird@austin.utexas.edu>

Date: Wednesday, December 12, 2018 at 3:06 PM

To: Shilpa Bakre <shilpa.bakre@utexas.edu>, "Susswein, Gary J" <susswein@austin.utexas.edu>, Sara

Kennedy < kennedy@austin.utexas.edu>

Subject: RE: Hazing Answers

I like that idea since the ultimate spokesperson, if there are findings against the org, is likely Soncia.

We can always take it over here if we feel this would route up to the president in the end.

J.B.

From: Bakre, Shilpa P

Sent: Wednesday, December 12, 2018 2:52 PM To: Susswein, Gary J; Bird, J.B.; Kennedy, Sara J

Subject: Re: Hazing Answers

JB and I suggest Sara from the Student Conduct side if she's ok with it.

Thanks,

SHILPA BAKRE, MPaff | Communications Strategist University Communications
The University of Texas at Austin
O: (512) 232-3741 | M: (512) 705-1228



From: Gary Susswein < susswein@austin.utexas.edu>

Date: Wednesday, December 12, 2018 at 2:30 PM

To: JB Bird < jbird@austin.utexas.edu >, "Bakre, Shilpa P" < shilpa.bakre@utexas.edu >, Sara Kennedy

< kennedy@austin.utexas.edu>
Subject: Re: Hazing Answers

These look good. Thanks. Whose name will they be under?

Gary

GARY SUSSWEIN, Chief Communications Officer The University of Texas at Austin 512.471.4945 | 512.694.7909 (m) | utexas.edu

From: "J.B." <jbird@austin.utexas.edu>

Date: Wednesday, December 12, 2018 at 2:20 PM

To: Shilpa P Bakre < shilpa P Bakre shilpa P Bakre shilpa P Bakre shilpa.bakre@utexas.edu, "Susswein, Gary J" susswein@austin.utexas.edu>,

Sara Kennedy < kennedy@austin.utexas.edu >

Subject: RE: Hazing Answers

PS – Noelle just told me that UTPD is conducting a separate investigation into a hazing allegation. They'll confirm that for Ralph.

From: Bird, J.B.

Sent: Wednesday, December 12, 2018 2:10 PM
To: Bakre, Shilpa P; Susswein, Gary J; Kennedy, Sara J

Subject: Hazing Answers

All, please add comments. Here's the document Shilpa and I were working on with a first crack at the main two answers for Ralph. (I don't think we need to answer the travel policy question – we can just point him to the policy and say that we are applying it as written.)

Feel free to comment the answers to anticipated questions, but we should focus now on the actual questions and not let the others hold us up. As soon as we have the actual questions ready, let's get a review from legal.

J.B.

J.B. Bird, Director of Media Relations & Issues Management
The University of Texas at Austin · 512-471-4550 (O) · 512-750-3512 (M)

Subject:

FW: Talking points for Texas Cowboys Hazing Investigation

Date:

Thursday, December 13, 2018 at 3:35:42 PM Central Standard Time

From:

Bulow, Brooke

To:

Reagins-Lilly, Soncia, Garrard, Douglas C, Fils-Aime, Andel P, Longoria, Carol A

CC:

Kennedy, Sara J, Cybulski, Jess M, Dominguez, Edna A

Attachments: Cowboys Hazing Talking Points.pdf, image001.png

FYI --

From: Bakre, Shilpa P <shilpa.bakre@utexas.edu> Sent: Thursday, December 13, 2018 3:22 PM

To: Hernandez, Rachelle <rachellehernandez@utexas.edu>; Connerat, Carolyn K

<cconnerat@austin.utexas.edu>; Bellavia, Bianca E <bbellavia@austin.utexas.edu>; Bulow, Brooke

<bbulow@austin.utexas.edu>; Cybulski, Jess M <jesscybulski@austin.utexas.edu>

Cc: Tuttle, Paige M <paige.tuttle@utexas.edu>; Fitzpatrick, Kylie C <kylie.fitzpatrick@utexas.edu>; Kennedy,

Sara J <kennedy@austin.utexas.edu>; Susswein, Gary J <susswein@austin.utexas.edu>

Subject: Talking points for Texas Cowboys Hazing Investigation

Hello all -

Please see the attached for talking points. Feel to reach out if any further information is needed.

I have also included the link to the Statesman article below:

https://www.statesman.com/news/20181213/texas-cowboys-event-included-paddling-animal-abuse-says-family-of-student-who-died-in-wreck

SHILPA BAKRE, MPaff | Communications Strategist University Communications The University of Texas at Austin O: (512) 232-3741 | M: (512) 705-1228



Subject: Re: Cease & Desist letter draft

Date: Friday, January 18, 2019 at 2:14:56 PM Central Standard Time

From: Fils-Aime, Andel P

To: Longoria, Carol A, Reagins-Lilly, Soncia

Hey Carol,

Thanks for sharing your thoughts on the draft of this letter. We will go ahead and accept the changes and begin the process of sending it out to the organization. Thanks and have a great day.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Longoria, Carol A" <caroll@utexas.edu>

Date: Friday, January 18, 2019 at 2:08 PM

To: "Fils-Aime, Andel P" <Andel.Fils-Aime@austin.utexas.edu>, "Reagins-Lilly, Soncia"

<Soncia.R.Lilly@austin.utexas.edu>
Subject: RE: Cease & Desist letter draft

Some suggested language.

From: Fils-Aime, Andel P < Andel. Fils-Aime@austin.utexas.edu>

Sent: Friday, January 18, 2019 1:47 PM

To: Reagins-Lilly, Soncia <Soncia.R.Lilly@austin.utexas.edu>; Longoria, Carol A <caroll@utexas.edu>

Subject: Cease & Desist letter draft

Hello Dr. Lilly and Carol,

Attached to this email is a draft of the Cease & Desist letter that our team put together to issue to the Texas Cowboys so that they do not begin the process of initiating a Spring 2019 "Newman" class. When you have a chance can you please let me know if you would like to make any modifications to this letter or if we can go ahead and send it out? Thanks and have a great day.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu



OFFICE OF THE SENIOR ASSOCIATE VICE PRESIDENT FOR STUDENT AFFAIRS AND DEAN OF STUDENTS

THE UNIVERSITY OF TEXAS AT AUSTIN

1 University Station A5800 • Austin, TX 78712-0175 (512) 471-5017 • Fax (512) 471-8322

January 22, 2019



Delivered via email to:

772

Dear

As you are aware, in Fall 2018, the Office of the Dean of Students initiated a formal investigation into information we received suggesting members of the Texas Cowboys, a Registered Student Organization at the university, may have violated certain provisions of the University's Institutional Rules on Student Services and Activities, 2018-2019

It is our understanding that your organization will begin its annual recruitment and selection of new members ("New Men") in the near future. Because our office has not yet resolved its inquiry into the Fall 2018 allegations, you are hereby instructed to cease any process that involves identification, solicitation, recruiting and/or selection of new members until such time as our office is able to fully resolve the pending student conduct matter with your organization.

We want to convey our appreciation for the cooperation and attention that the members of the Texas Cowboys has given to this process thus far. We know that our office and your organization share a common goal of ensuring student safety, so we look forward to resolving the matter as soon as possible.

If you have questions about the process, please contact Ms. Melissa Jones-Wommack at 512-471-2841.

Sincerely,

Dr. Soncia Reagins-Lilly Vice President for Student Affairs Dean of Students

c: Mr. Eddie Lopez, Organization Advisor Ms. Jessica Sentz, Assistant Vice President for Legal Affairs Dr. Douglas C. Garrard, Senior Associate Dean of Students Dr. Andel Fils-Aime, Director of Student Conduct and Academic Integrity Student Organization File

Deleted: 5

Deleted: The information received by the Office of the Dean of Students indicated that your organization may have engaged in hazing, as defined in Chapter 14, Sec. 14-103(3) of the University's Institutional Rules on Student Services and Activities* by engaging in intentional, knowing, or reckless acts directed against a student that endangered the mental or physical health or safety of a student for the purpose of pledging, being initiated into, or affiliating with your organization. Your organization may have also violated Chapter 6, Sec. 6-30(b)(3) of the University's Institutional Rules on Student Services and Activities* by allegedly engaging in activities that involve the subjection of a probationary member of the group to dangerous, harmful, or degrading acts.

Deleted: Given that we share a common goal of student

Deleted: we must insist that you

Deleted:

Deleted: and your organization are able to

Deleted: is matter.

Deleted: , and

Subject: Sanctions Texas Cowboys Judiciary Board placed on members & organizations within

Date: Wednesday, January 23, 2019 at 4:25:58 PM Central Standard Time

From: Edward R. Lopez
To: Reagins-Lilly, Soncia

Dean Lilly,

These individual members/organizations took it upon themselves to proceed with actions that are not by any means in alignment with what The Texas Cowboys Organization stand for or represent. We have zero tolerance for any allegations and took action.

Below are sanctions the Judiciary Board of Texas Cowboys placed on members when learning and investigating of the allegations: The Judiciary Board was made up of 3 alumni and students: Kent Lance, Tom Rhea, myself, All of these sanctions were voted on an and were unanimous decisions.



Please let me know if you need any other information or would like to meet to discuss.

Take care,

EL

Edward R. Lopez

President - Texas Cowboys Alumni Association Tejas Club Foundation Life Member - Texas Exes Past President - Longhorn Alumni Band Ambassador for the University of Texas Club Office: (512) 229-1985 Mobile: (956) 458-6162

"May the Eyes of Texas Always be Upon You"

Dago 2 of 2

Subject:

1-28-19_ Statement from Texas Cowboys Alumni Association.docx

Date:

Monday, January 28, 2019 at 5:17:48 PM Central Standard Time

From:

Edward R Lopez

To:

Wommack, Melissa, Reagins-Lilly, Soncia

Attachments: 1-28-19_ Statement from Texas Cowboys Alumni Association.docx

Statement we sent to the news outlets today.

Sent from my iPhone

Edward R. Lopez

President - Texas Cowboys Board of Directors Tejas Club Foundation Past President - Longhorn Alumni Band Ambassador for the University of Texas Club Life Member - Texas Exes Mobile: (956) 458-6162

"May the Eyes of Texas Always be Upon You"

Statement from Texas Cowboys Alumni Association Monday, January 28, 2019

"As an organization, The Texas Cowboys Alumni Association and students remains deeply saddened by the loss of Nicky Cumberland. Our hearts go out to his family, and we support their efforts to ensure that something positive comes from this tragedy.

"We remain fully committed, as we have from day one, to working with The University of Texas at Austin to address the specifics around the accident that occurred last fall, but more broadly to create a safer environment for students.

"When we learned of the accident, the Texas Cowboys immediately took efforts to understand the circumstances that led to the tragedy. That investigation ruled out alcohol and hazing as playing any part in the accident. However, we were disappointed to learn that there was misconduct that occurred at the retreat that did not align with the standards of the Texas Cowboys, and was in direct violation both of our values and The University's policy against hazing. Based on that misconduct our judiciary board, which is comprised of three alumni and two students, moved swiftly and unanimously to recommend disciplinary actions, which included a combination of expulsions and suspensions of those individuals responsible for the misconduct.

"We have updated The University on our findings and actions taken. We will continue to work with them as they conduct their own investigation and consider the recommendations suggested by Mr. Cumberland."

Subject:

Texas Cowboys Statement

Date:

Wednesday, January 30, 2019 at 3:34:22 PM Central Standard Time

From:

To:

Wommack, Melissa, Reagins-Lilly, Soncia

CC:

eddielopez@utexas.edu

Attachments: Texas Cowboys Statement .pdf

Dean Lilly and Mrs. Wommack,

My name is statement we plan to submit to the Daily Texan today in the wake of all that has been going on. I wanted to notify both of you and give you a copy of the statement beforehand so it does not surprise you. Let me know if you have any questions and if there is anything else I can do for you.

Best,

This has been a devastating year for the Texas Cowboys. While it pales in comparison to the pain his family continues to experience, our organization is still reeling with the loss of our friend and brother, Nicky Cumberland. This has been an experience which no student, parent, or friend should ever have to endure. It will forever mark our time at The University, and our organization is committed to doing what we can to salvage some good from this horrific tragedy.

Immediately following the accident that claimed Nicky's life, our judiciary board launched a third-party investigation into the events that transpired that night. The investigation found that the events that took place at the retreat were not responsible for the tragedy that took place that morning. No alcohol or any form of hazing contributed in any way to the accident. At the retreat, no member was forced to stay up, nor were they intentionally deprived of sleep. In fact, some members, including New men, went to bed early, in order to return to campus for other activities the next morning. Many of our members chose to stay up late bonding with one another, as is common at these types of retreats. Before the retreat had begun, the group involved in the accident notified Cowboys leadership that they would be driving home early that morning to attend an event for another organization. The morning of the retreat, two groups of New men and Old men informed the leadership that they would be leaving early. The leadership ensured that the drivers of these two vehicles had not consumed any alcohol and were alert. Unfortunately, the leadership did not check to ensure that all passengers of those vehicles were wearing seatbelts. The fateful decision of these members to not wear seatbelts that morning haunts us as an organization; we want to make sure others do not make that same mistake.

Separate from the accident, there were some activities perpetuated by a few individuals that did not reflect the organization which we strive to be. Those who participated in these events have been suspended or expelled from the Texas Cowboys following a unanimous vote from our judiciary board, comprised of both students and alumni.

As foreman of the Texas Cowboys, I can confidently say that we are all ashamed of the way that some of our members acted on the night of our fall retreat. It did not align with the standards of our organization, the standards of this University, and most importantly, the standards we set for ourselves as brothers who care for one another.

Nicky's accident has stunned us. It has changed us as individuals and as an organization. We cannot begin to understand the pain the Cumberland family is feeling in the wake of this tragedy. As we have done since the day of the accident, we will continue to support them in any way we can. A number of our members who were directly involved in the accident have taken leadership roles within our organization to ensure that Texas Cowboys remains a safe community, and that we do our part to continue making The University a safe place for all to attend.

Since the inception of the Texas Cowboys in 1922, we have always sought to uphold the ideals of this University, which we all love. Of these ideals, the one which we have held most dear is our obligation to service. Not only to serve our community, but also to serve each other. As an organization, we plan to enact a campus-wide campaign in order to educate students on the importance of wearing seatbelts and practicing safe driving. Additionally, we plan to take an active role as leaders on campus to abolish hazing. We hope to work closely with the BeVocal Bystander Intervention Initiative in order to encourage other organizations across campus to end hazing practices.

It has always been our goal to act as role models within our community. We believe this aspiration matters now more than ever. For the last 97 years, Texas Cowboys has worked to improve the UT Austin community and we hope to continue this tradition.

When the student organization was told that our judiciary board would be launching an investigation into the events of our fall retreat, we agreed not to adopt a "code of silence." Our members have been upfront and truthful about the events that occurred that night throughout both the third-party investigation, as well as The University's investigation. We will continue to aid The University in their investigation and wait patiently for their decision. Until that time, the Texas Cowboys plan to continue living our motto "Give the best you have to Texas," while striving to live each day in a way which would make Nicky proud.

Thursday, June 20, 2019 at 1:11:56 PM Central Daylight Time

Subject:

Fw: Cumberland Response to Cowboys President Letter.docx

Date:

Thursday, January 31, 2019 at 11:14:07 AM Central Standard Time

From:

Wommack, Melissa

To:

Fils-Aime, Andel P, Reagins-Lilly, Soncia

Attachments: Cumberland Response to Cowboys President Letter.docx, ATT00001.txt

The attached letter was passed along from Jay McGuire/FACT. It is a response from the Cumberlands to the letter that the Cowboys/

It has been uploaded to their student organization record in Advocate.

MELISSA JONES-WOMMACK, M.A., Assistant Director for Student Organization Conduct
The University of Texas at Austin | Student Conduct and Academic Integrity in the Office of the Dean of Students | 512-4712841 | deanofstudents.utexas.edu

Cumberland Reply to Cowboys Letter

We have read the statement released by . We appreciated a response to our reform letter and commend the commitment to "live each day in a way which would make Nicky proud." Nevertheless, we are disheartened by the half-truths and missing key information in the statement that diminish The Cowboys' hazing activities and create an illusion of accountability.

Within one day of the fatal accident that took Nicky's life, their lawyers were on the mission to protect the organization. Our family remained in the dark of any legal actions taken by The Cowboys after the accident. We were never contacted by anybody conducting their internal "judiciary" actions to ask what evidence we might possess.

This is similar to the disingenuous system they created at initiation events to accommodate and foster their continued tradition of hazing.

The Cowboy senior Old Man who confirmed the hazing (including the paddling of our son and the hamster mutilation) described the process to us. At some point during the initiation events, each of the respective fraternities and groups sponsoring a New Man breaks apart and the respective Old Men are permitted to dispense their own brand and degree of hazing initiation rites upon their own. It was described that some fraternities are well-known to be rougher on their own than others, while the independents and some service organizations such as Tejas typically go easier on their New Man. He was effectively candidly acknowledging that the internal reputation of the subgroups who have tougher brands of hazing is both known and tolerated.

He described this traditional process in a very casual matter-of-fact manner, oblivious to fact that he was outlining how systematically The Cowboys intentionally crafted a system to facilitate and protect hazing. The paddling and other hazing activities that occurred this past fall were not one-off occurrences (unlike the implications of their letter). This system on its face is an extremely bad faith repudiation of an illusory "anti-hazing" public image.

We learned that, prior to the event, Nicky had expressed concerns to his girlfriend that he was going to get hurt. It will be worth examining more about the origin of or reasons behind such advance fear.

The Cowboys statement fails to address the laundry list of alcohol that was purchased for the event.

The comments on sleep deprivation are subterfuge. It didn't save Nicky's life that some New Men got to sleep. That's not relevant to his safety or life.

Nicky's death was caused because the driver fell asleep. The driver fell asleep because he was sleep deprived; he was exhausted and did not have enough sleep to embark upon a long drive. The Cowboys campfire went beyond 3am, and he was permitted to drive around 4am without sufficient sleep. Accordingly, he fell asleep at the wheel and fatally rolled the vehicle.

Studies have shown that sleep deprivation can be as dangerous (or even more so) than driving under the influence of alcohol. Sleep deprivation causes the same impairment as intoxication.

Subject: Texan Article Detailing Cowboys-Cumberland Exchanges

Date: Friday, February 1, 2019 at 12:21:08 PM Central Standard Time

From: Bird, J.B.

To: Carlos E Martinez, Reagins-Lilly, Soncia

CC: Kennedy, Sara J, Cybulski, Jess M, Bulow, Brooke

Soncia, Carlos: I know this issue is one you are both following very closely and so you've likely seen this article by now.

Just want to make sure it's at the top of your radar:

Texas Cowboys deny hazing allegations, expel members

http://www.dailytexanonline.com/2019/01/31/texas-cowboys-deny-hazing-allegations-expel-members

J.B.

J.B. Bird, Director of Media Relations & Issues Management
The University of Texas at Austin · 512-471-4550 (O) · 512-750-3512 (M)

Subject: Re: SCAI Draft - Cowboys Investigative Report

Date: Wednesday, February 6, 2019 at 9:04:57 AM Central Standard Time

From: Fils-Aime, Andel P

To: Reagins-Lilly, Soncia

CC: Wooten, Victoria E

Hello Dr. Lilly,

The information was provided to Legal via UT Box and was not sent in an email. We recently created a new box for legal that includes all of the cases we are working with legal on. When the new box was created I didn't instruct our staff to add you and Vicki right away. But you and Vicki have now been added. My apologies on this administrative misstep.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Reagins-Lilly, Soncia" < Soncia.R.Lilly@austin.utexas.edu>

Date: Tuesday, February 5, 2019 at 5:04 PM

To: "Fils-Aime, Andel P" <Andel.Fils-Aime@austin.utexas.edu>
Cc: "Wooten, Victoria E" <vicki.wooten@austin.utexas.edu>
Subject: Re: SCAI Draft - Cowboys Investigative Report

Did I miss it? Was I copied?

Best, Soncia

SONCIA REAGINS-LILLY | Vice President for Student Affairs | Dean of Students | Professor of Practice, College of Education | @sonciarlilly | The University of Texas at Austin | 512-471-1133 | Assistant to the VP: Victoria Wooten, M.Ed. <u>vicki.wooten@austin.utexas.edu</u> |

From: Andel Fils-Aime < Andel. Fils-Aime@austin.utexas.edu>

Date: Tuesday, February 5, 2019 at 4:45 PM

To: Soncia Reagins-Lilly <Soncia.R.Lilly@austin.utexas.edu>
Cc: Victoria Wooten <vicki.wooten@austin.utexas.edu>
Subject: Re: SCAI Draft - Cowboys Investigative Report

Hello Dr. Lilly,

We passed all of the information along to legal on Friday February 1.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity

The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Reagins-Lilly, Soncia" < Soncia.R.Lilly@austin.utexas.edu>

Date: Tuesday, February 5, 2019 at 3:59 PM

To: "Fils-Aime, Andel P" <Andel.Fils-Aime@austin.utexas.edu>
Cc: "Wooten, Victoria E" <vicki.wooten@austin.utexas.edu>
Subject: Re: SCAI Draft - Cowboys Investigative Report

What day did you send to legal?

Best, Soncia

SONCIA REAGINS-LILLY | Vice President for Student Affairs | Dean of Students | Professor of Practice, College of Education | @sonciarlilly |

The University of Texas at Austin | 512-471-1133 | Assistant to the VP: Victoria Wooten, M.Ed. vicki.wooten@austin.utexas.edu |

From: Andel Fils-Aime <Andel.Fils-Aime@austin.utexas.edu>

Date: Tuesday, February 5, 2019 at 2:31 PM

To: Soncia Reagins-Lilly <Soncia.R.Lilly@austin.utexas.edu>
Cc: Victoria Wooten <vicki.wooten@austin.utexas.edu>
Subject: SCAI Draft - Cowboys Investigative Report

Hello Dr. Lilly,

Attached to this email is a draft of the Texas Cowboys report that we passed along to UT Legal for their review. I believe that Jeff Graves and Jim Davis are currently in the process of reviewing the report as well. Thanks and have a great day.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

Subject: Re: Report Updated

Date: Friday, February 15, 2019 at 10:33:31 AM Central Standard Time

From: Fils-Aime, Andel P

To: Reagins-Lilly, Soncia, Longoria, Carol A

Hello Dr. Lilly,

The report has been passed along to legal via UT Box.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>

Date: Thursday, February 14, 2019 at 10:18 AM

To: "Longoria, Carol A" <caroll@utexas.edu>, "Fils-Aime, Andel P" <Andel.Fils-

Aime@austin.utexas.edu>
Subject: Re: Report Updated

Please forward on to legal. Great job.

Get Outlook for iOS

From: Longoria, Carol A <caroll@utexas.edu> Sent: Thursday, February 14, 2019 10:08 AM To: Fils-Aime, Andel P; Reagins-Lilly, Soncia

Subject: RE: Report Updated

Thanks. I'll take a look and will ping Dr. Lilly after that--assuming all the edits are there and then she can be final set of eyes before Legal.

Carol

From: Fils-Aime, Andel P < Andel.Fils-Aime@austin.utexas.edu>

Sent: Thursday, February 14, 2019 8:39 AM

To: Reagins-Lilly, Soncia <Soncia.R.Lilly@austin.utexas.edu>; Longoria, Carol A <caroll@utexas.edu>

Subject: Report Updated

Importance: High

Hello Dr. Lilly and Carol,

The Cowboys report has been updated and added to UT Box. Please let me know if you would like us to move forward and pass it along to Legal for their review. Thanks and have a great day.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

Subject: Re: Optional AD Language to consider

Date: Wednesday, February 20, 2019 at 9:55:20 AM Central Standard Time

From: Fils-Aime, Andel P

To: Longoria, Carol A, Reagins-Lilly, Soncia

Hello Carol,

My thought would be to use the probationary period for the organization to complete the sanctions where they are temporarily reinstated.

Andel

ANDEL FILS-AIME, **Ed.D**, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Longoria, Carol A" <caroll@utexas.edu> Date: Wednesday, February 20, 2019 at 7:48 AM

To: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>, "Fils-Aime, Andel P" <Andel.Fils-

Aime@austin.utexas.edu>

Subject: Re: Optional AD Language to consider

One question: some of the sanctions had to be completed before applying for reinstatement, with this new language, is the probationary time used for that? I can't tell whether the org is allowed to be active during the probationary year or not.

Thanks, Carol

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>

Date: 2/20/19 6:23 AM (GMT-06:00)

To: "Fils-Aime, Andel P" < Andel. Fils-Aime@austin.utexas.edu>

Cc: "Longoria, Carol A" <caroll@utexas.edu> Subject: Re: Optional AD Language to consider

Thanks Andel. I'll close the loop on this today.

Take Good Care, Soncia

Vice President Student Affairs | Dean of Students | The University of Texas at Austin | studentaffairs.utexas.edu | deanofstudents.utexas.edu

On Feb 19, 2019, at 3:43 PM, Fils-Aime, Andel P < Andel P.Andel.Fils-Aime@austin.utexas.edu wrote:

Hello Dr. Lilly,

Listed below is the language that we used in the rationale for SAE that we could modify for the Cowboys. I have added some additional language in red for the Cowboys' AD that may provide the flexibility you might be looking for if the organization does not fully meet the sanctions or expectations that we have put in place as far as the proposed sanctions.

SAE Language

It is for these reasons, the findings of this investigation; Texas Rho Chapter's noncompliance with the terms of Mutual Resolution Agreement; and the history of the Texas Rho Chapter's failure to uphold the university's *Institutional Rules*, that the most appropriate outcome in this case is Cancellation of this group's status as a Registered Student Organization for the next four years. 3 The university will not recognize any other versions of this membership and will not grant the status of Registered Student Organization to any other version of this membership. The university prohibits any other version of this membership from having a direct tie to, or affiliation with, the University of Texas at Austin. The university further prohibits any other version of this membership from representing itself as having any tie to or connection with the University of Texas at Austin for any purposes, including but not limited to: rush events, "Round Up," and recruitment at high schools. If, after the next four years, the Texas Rho Chapter of Sigma Alpha Epsilon applies for recognition as, and is accepted as, a Registered Student Organization, the Texas Rho Chapter of Sigma Alpha Epsilon will be granted conditional registration for no less than one year. 4

Current Cowboys Language w/additions in red

It is for these reasons, the findings of this investigation coupled with the history of the Cowboys' failure to uphold the university's *Institutional Rules*, that the most appropriate outcome in this case is Cancellation of this group's status as a Registered Student Organization for the next *seven years*. Following the seven year cancellation, the Texas Cowboys organization will be eligible to return as a registered student organization for a one year probationary period. During this probationary status the organization must work with their advisors in order to complete and implement all of the sanctions and outcomes outlined in this disposition. Failure to complete or comply with the outcomes outlined by the Office of the Dean of Students may result in an extended probationary period or immediate cancellation of the organizations registration until those sanctions or outcomes are met.

Furthermore, the university will not recognize any other versions of this organization and will not grant the status of Registered Student Organization to any other version of this organization. The university prohibits any other version of this organization from having a direct tie to, or affiliation with, the University of Texas at Austin. The university further prohibits any other version of this organization from representing itself as having any tie to or connection with, the University of Texas at Austin for any purposes, including but not limited to: new member recruitment, representing the university as official ambassadors, and participation in Game Day operations.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

Subject: Re: Updated Report Available via UT Box

Date: Friday, March 8, 2019 at 6:45:00 PM Central Standard Time

From: Longoria, Carol A

To: Fils-Aime, Andel P

CC: Reagins-Lilly, Soncia

Thanks for the update, Andel. Dr. Lilly mentioned wanting to read it one last time, but I'm not sure if that was before or after Legal.

FYI, I got a message from Carlos yesterday asking about timing of release. I told him we needed to go back thru Legal and it would be sometime after NASPA.

Carol

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Fils-Aime, Andel P" <Andel.Fils-Aime@austin.utexas.edu>

Date: 3/8/19 12:10 PM (GMT-08:00)

To: "Longoria, Carol A" <caroll@utexas.edu>

Cc: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>

Subject: Re: Updated Report Available via UT Box

Hello Carol,

I have accepted all of the changes that you have identified and will be passing along the version attached to this email to Jeff for his final review. I can also answer most of the questions that you have posed in the version you passed along over the phone when you have time. To answer one of the questions that you mentioned, I think that we do need to keep the names of the organizations where hazing activities had taken place at their house in the report primarily because I think it shows that our investigation revealed transparent and specific information related to the geography and resources used by the Cowboy's to facilitate and maintain their hazing culture. Thanks again for your thorough review. I appreciate it.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Longoria, Carol A" <caroll@utexas.edu>

Date: Tuesday, March 5, 2019 at 12:49 PM

To: "Fils-Aime, Andel P" <Andel.Fils-Aime@austin.utexas.edu> **Cc:** "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>

Subject: RE: Updated Report Available via UT Box

Attached with my edits and comments. I did not upload this to Box.

From: Fils-Aime, Andel P < Andel. Fils-Aime@austin.utexas.edu>

Sent: Friday, March 1, 2019 3:41 PM
To: Longoria, Carol A <caroll@utexas.edu>

Cc: Reagins-Lilly, Soncia <Soncia.R.Lilly@austin.utexas.edu>

Subject: Updated Report Available via UT Box

Hello Carol,

I just wanted to give you an update to let you know that I have made the modifications and additions to the Cowboys' investigative report. In order to follow those additions a bit easier the sections that I have added are in a red font. Please let me know if there are any additional comments or changes you think should be made. There might definitely need to be some wordsmithing those sections in order to ensure that we are accurately capturing the information in those new sections. Let me know if you have any questions. Thanks and have a great day.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

Subject: Re: Nicky follow-up

Date:

Friday, March 15, 2019 at 11:19:39 PM Central Daylight Time

From:

Shawn Cumberland

To:

Reagins-Lilly, Soncia

Soncia,

Sylvia and I will be in town next week. Will you be around?

By the way, sent us a note that the Cowboys held their semi-formal last week. Is that allowed with a C&D in effect?

Thank you and best always. Shawn

Sent from my iPhone

On Mar 11, 2019, at 8:40 AM, Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu > wrote:

Hello Shawn,

Thank you for bringing this matter to our attention. I wanted to let you know that a Cease & Desist was given to the Cowboys months ago. However, we, too, heard rumors that some individual organizations were starting to speak to members of their orgs about being put up for Cowboys. We addressed this with the current foreman, who reiterated that the Cowboys membership has been told a number of times that this is unacceptable given the Cease and Desist. The Cowboys are aware that they would be held responsible if we determine that they are in violation of the C&D.

Please trust that we take these matters seriously and are dedicated to the integrity of the process and advancing as quickly as possible.

Thanks, Soncia

On Mar 10, 2019, at 6:24 PM, Shawn Cumberland wrote:

Carlos and Soncia.

See note below from

We've really got to do something about this.

I'm shocked that UT hasn't even temporarily halted Cowboy party activity during the investigation. This is common practice at most schools.

Meanwhile the Cowboys continue as if nothing happened following their whitewash faux internal "investigation."

Looking forward to a call with either of you on this.

Thanks. Shawn

Sent from my iPhone

Date: March 10, 2019 at 8:16:38 PM CDT To: Shawn Cumberland < Subject: Re: Nicky follow-up I'm feeling really frustrated about Cowboys and the fact that there hasn't been any punishment yet: (Hopefully something happens soon because Cowboys is still having date events, having bar tabs, choosing new members, etc. I got in touch with Kyaire Burt (Marlon Jackson's girlfriend – the Delaware State University student who just passed away). I've been chatting with her a little bit so she knows that people are supporting her and Marlon's families even all the way here in Texas! On Sun, Mar 10, 2019 at 8:13 PM Shawn Cumberland wrote: Not yet We are still waiting to get a time for a call. It's a bit frustrating. How are you doing? Sent from my iPhone On Mar 10, 2019, at 8:09 PM, Have you had this call yet? I'm curious what the Soncia and the other UT staff said. On Sat, Mar 9, 2019 at 10:40 AM Shawn Cumberland Begin forwarded message: From: Shawn Cumberland Date: March 9, 2019 at 10:33:07 AM CST To: "Reagins-Lilly, Soncia" < Soncia.R.Lilly@austin.utexas.edu >, Carlos E Martinez <Carlos.Martinez@austin.utexas.edu>, Sylvia Wang

bitia@austin.utexas.edu> Cc: "Fils-Aime, Andel P" < Andel.Fils-Aime@austin.utexas.edu >, "Wommack, Melissa" <mwommack@austin.utexas.edu>, Alexandra Cumberland Subject: RE: Nicky follow-up Dear Soncia,

Thank you for your prompt responsive note today.

Begin forwarded message:

We sincerely hope that the delay or penalty is not a direct result of, or being influenced by, the daily letters you mentioned that the Administration are receiving in support of the Cowboys. President Fenves already told us in the first meeting that the alumni and parents are his number one problem in cases like this. We all know the power and position of some of those people.

As mentioned, in DC we were told that the University has a poor reputation nationally regarding "accountability". Some of the AHC folks contrasted the hazing-related expulsion and suspension of students at Texas Tech versus the SAEs at UT. They were somewhat skeptical when we said we felt UT would do the right thing.

We have now seen many cases where other universities have announced and imposed temporary sanctions within days of a reported incident pending the final outcome. In Nicky's case, it's been 4 months since his death and the time we first reported. And, this seems like a very simple case.

Any one of the following items alone in isolation warrants the Cowboys being banded for a multiyear period:

- 1. The paddling of Nicky.
- 2. The blatant and reckless disregard for UT transportation policies.
- 3. Sleep deprivation and allowing people to drive under such conditions.
- 4. Animal cruelty.
- 5. Strong alcohol given to underaged members.
- 6. No one individually reporting the above incidents to the University, as required in law and policy thereby perpetuating the dangerous Code of Silence.
- 7. The intentionally deceptive creation by the Cowboy leadership of a reprehensible system whereby each sub-group is permitted to dispense their own brand and severity of initiation rites/hazing upon their own members with full knowledge that some of the groups are notoriously hard on their own members. This artful construct alone means the Cowboys do not deserve the right to be a recognized University organization or to use valuable University property (the Pavilion or the stadium endzone), and certainly are not worthy to be ambassadors representing our University of Texas.

I look forward to our call and learning more about the exact details of the University's procedures. In advance of our call, it would be helpful if I could get a link to the written procedures.

Hope you have successful and fruitful trip to NHE Conference next week.

We appreciate all that you and the great staff within the Administration are doing to improve our University! Further, we look forward to working with you on the various reforms we have outlined.

Warmest regards with love, Shawn
#LoveLikeNicky
From: Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu > Sent: Saturday, March 9, 2019 8:46 AM To: Shawn Cumberland ; Carlos E Martinez < Carlos.Martinez@austin.utexas.edu >; Sylvia Wang < bitia@austin.utexas.edu > Cc: Fils-Aime, Andel P < Andel.Fils-Aime@austin.utexas.edu >; Wommack, Melissa < mwommack@austin.utexas.edu >; Alexandra Cumberland Subject: Re: Nicky follow-up
Good morning Shawn,
Thank you for following up with me and I do apologize for not getting back with you on yesterday. It truly was my full intention.
I do agree with you that a telephone call might be best because we are able to review the multiple steps in resolving a disciplinary matter with a student organization. Via this e-mail message, I am asking Bitia to contact you to schedule a telephone call. I will reach out to Carlos regarding Sylvia's visit in order to coordinate calendars. I travel to Los Angeles today to attend a National Higher Education Conference and will be out of the office the majority of next week. However, Carlos and I will loop back with you and Sylvia regarding her visit.
I do appreciate reading the travel and other updates that you take the time to send. I look forward to speaking with you soon.
Sincerely and respectfully,
Soncia

From: Shawn Cumberland

To: Soncia Reagins-Lilly < Soncia.R.Lilly@austin.utexas.edu >, Carlos Martinez <<u>Carlos.Martinez@austin.utexas.edu</u>>, Sylvia Wang Cc: Andel Fils-Aime < Andel.Fils-Aime@austin.utexas.edu >, "Wommack, Melissa" < <u>mwommack@austin.utexas.edu</u>>, Alexandra Cumberland Subject: Re: Nicky follow-up Hello Dean Lilly. Is there an update for us? Can we schedule a followup call? By the way, Sylvia is likely to be in Austin sometime this coming week. It would be good if she could meet with you and Carlos. Kindest regards with our love. Shawn Sent from my iPhone On Mar 6, 2019, at 11:24 PM, Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu> wrote: Hello Mr Cumberland, I write to acknowledge your e-mail message. I have been out of the office and returned on yesterday. However, you can expect a more thorough response to your message on or before Friday. Thank you for understanding, Soncia SONCIA REAGINS-LILLY Vice President for Student Affairs | Dean of Students |

Date: Friday, March 8, 2019 at 11:44 PM

	e
On M	ar 5, 2019, at 8:27 PM, Shawn Cumberland wrote:
	Dear Dean Lilly,
ží.	It was good meeting you a few weeks ago in your office.
SEC	Sylvia and I are currently in Washington DC with the Piazza family, the Gruver family and 2 other sets of grieving parents together with leaders from National Interfraternity Council (NIC) to meet with US Congressmen tomorrow on proposed federal reform legislation for hazing.
	A few of the recurring questions we have been getting from the family group and some reporters is about the level of cooperation of the University and the status of the Cowboy investigation. So far, we've just been saying the University has been sincere and we believe they will do the right thing.
	Actually, we are a bit surprised that no action has been announced so far. It would be good to get an update.
	Note, the Cowboys quickly issued a public statement about their own internal "investigation." How they claim an investigation was made is baffling to us as we were never questioned about any possible evidence relating directly to the victim (including anything on Nicky's body or clothes, or on his phone, or what we were told by other members of the Cowboy's organization who were at the event).
	To summarize what we have shared so far:
	Alexandra and I were both told directly by Cowboys —) the following:

- 1) hazing occurred at the event;
- 2) Nicky was paddled at the event;
- 3) a hamster's head was bitten off by a Newman pledge;
- 4) the campfire ended after 3am and they were allowed depart after that;
- 5) no one was wearing a seat belt in back seat (which is against UT transportation policy);
- 6) alcohol bottles were in the vehicle according to the police;
- 7) everyone was tired and all the passengers quickly fell asleep (UT Transportation policy requires an awake navigator for journeys of this distance).

Furthermore, also told us how the Cowboys allow each respective organization to separate and dispense their own brand of initiation rites, knowing that some of the fraternities are particularly hard on their Newman by reputation while other organizations go lighter. To have established a "reputation" by definition means that such fraternities have repeated the harsh activities at prior events. Accordingly, as discussed, the investigation should include prior year's initiation events. (And, Nicky told that he was afraid of getting hurt at the event, which implies there must have been some pre-established reputation of past behavior.)

Further, as I mentioned, the very act of the Cowboys allowing each of the organizations to dispense their own brand of hazing, is repgerehensible and is itself aiding, abetting and facilitating hazing. That act alone should be cause for suspending the Cowboys as an official organization for a few years until appropriate reforms can be implemented.

As mentioned, my wife and I saw the bruise marks on our son's backside 3 and 4 weeks after the accident.

We already provided the GroupMe chat that contains the inventory list of items such as high volumes of alcohol, the live animals and various other instruments used for hazing (which in many cases are the same tools described in Ruth Harder's book about the death of her son Gabe Higgins).

Finally, as mentioned in our meeting, the Cowboys have already made a public admission that some of their members have conducted unacceptable behavior (which we assume includes the hazing events described by

would be under an affirmative obligation under both Texas law and UT policy to report; if that didn't happen, then appropriate sanctions should apply to protect the see-something/say-something policies.

Could we set up a call to get an update on the status and timing of the Cowboys investigation?

In the meantime, please let me know if there's anything else you require from us.

We appreciate all that you are doing and look forward to catching up!

Kindest regards with love,

Shawn

#LoveLikeNicky

Subject:

Fwd: TX House Higher Ed Committee hearing on HB 1482

Date:

Saturday, March 16, 2019 at 4:59:39 PM Central Daylight Time

From:

Shawn Cumberland

To:

Carlos E Martinez, Reagins-Lilly, Soncia

Attachments: Texas testimony.pdf, ATT00001.htm

Sent from my iPhone

Begin forwarded message:

Resent-From: Proofpoint Essentials < do-not-reply@proofpointessentials.com >

From: Jim Piazza

Date: March 16, 2019 at 11:55:44 AM CDT

Resent-To:

To: Jay Maguire

Cc:

Shawn Cumberland

Subject: Re: TX House Higher Ed Committee hearing on HB 1482

Jay - attached is my testimony for your review. Let me know if you have comments or changes and i will do by tomorrow. Copying Shawn and Debbie since i am using their sons name to make sure it is ok.

Thanks

Jim

On Saturday, March 16, 2019, 11:05:43 AM EDT, Jay Maguire

wrote:

Dear Friends of Parents and Alumni for Student Safety,

The Texas House Higher Education Committee will take testimony this Wednesday, March 20 on the revisions to the hazing statute in HB 1482 by Rep. JM Lozano (R-Portland.) The bill as written contains provision for change of venue, giving the country attorney for the home institution jurisdiction over hazing offenses wherever they may take place, as well as expanded public notification requirements by IHEs on disciplinary actions against offending student organizations.

For those of you able to make it to Austin, we will meet in the Capitol Cafeteria on the E1 level at 7:15 a.m. ahead of the hearing which begins at 8:00 a.m.

Since the working schedule of legislative committees is unpredictable, we cannot ascertain for certain what time the bill will be taken up. Generally, committees meet in the early morning, recess when the House goes into session, and sit again after the House adjourns for the day. If the committee doesn't get to our bill before the House gavels in, we may find ourselves with some free time which we'll put to good use by breaking up into teams and visiting legislative offices with a set of talking points on the bill which I will craft for you. We expect House to go in at 10:00 with a relatively light calendar, so we'll likely have two or three hours to do some "shoe leather" lobbying before returning to the committee hearing room. Should the bill be heard early, we'll do our visits, rendezvous at the cafeteria after for a quick debriefing, and then depart.

A note about message discipline: We have a very brief window of time to get our story out, with so we must coordinate our messaging carefully and avoid off-topic or dilatory comments. It's okay to express emotion, but it's important to make sure we get all our messaging points out. So, I'd like to send out some bullet points to each witness and host a live video call on Monday to go over them as a group. Please look for a Zoom invitation from me later this weekend so we can discuss our strategy and help get everyone comfortable with their own roles.

For those of you who cannot make it to the hearing, PASS will be glad to submit written testimony on your behalf. Please send me a draft statement by Monday at 3:00 p.m. I'll review, offer some suggested edits if needed, and circle back with you before putting the statement into final form. Also, the hearing will be live cast on the House website. I'll send out a link ahead of the hearing if you'd like to watch at home.

We have arranged for press to be present at the hearing and would like some of you to make yourselves available for interview if you're agreeable. The Daily Texan, which has done really excellent reporting on the Cowboys and SAE hazing incidents this year, is sending one of its Capitol beat reporters—reporter Lisa Nhan is on Spring Break with her family in Portugal, but promises to follow up when she comes back from vacation. The Texas Tribune and Austin-American Statesman, along with the Quorum Report and a few other legislative reporters who have covered hazing before have been notified as well and I'll follow up with them on Monday to maximize our chances of getting major coverage. I've requested our PR team send a photographer to provide content for our social media campaign and will send out a press release with some brief excerpts of the testimony after the hearing.

I've attached a copy of the introduced version of the bill to this email. NB: a committee substitute will be offered with some of **Shawn Cumberland's suggestions regarding communications devices** either on Wednesday or at a subsequent markup hearing. We do not expect the committee to take votes until the week following at the earliest.

The Senate Criminal Justice Committee has not yet scheduled a hearing on SB 38 by Sen. Judy Zaffirini (D-Laredo) and Sen. Donna Campbell (R-New Braunfels,) but we do expect to hear from the committee clerk soon. So, we'll repeat this process sometime in the next couple of weeks.

Please feel free to call me at (512) 954-8054 to discuss or with any questions.

#ENDHAZINGNOW

Jay Maguire Founder and Hazing Reform Advocate

Parents and Alumni for Student Safety

(O) 512-840-0232 (M) 512-954-8054



James M. Piazza 11 Lance Road Lebanon, NJ 08833

Statement in Support of Enhanced Texas Hazing Legislation

To whom it may concern:

In February 2017, I lost my son, Timothy Piazza, to Fraternity hazing. This situation immediately became national news and shined a light on this growing and significant national problem. Since Tim died, we are aware of at least 10 other student deaths in this country that are hazing related (including Nicky Cumberland from University of Texas). We are also aware of several near-death experiences during this time – too many to count. Fortunately, those situations turned out better than ours, but there are still lasting effects. Unfortunately, we have also met numerous other parents who have lost children to hazing in years prior to ours. One of which is Dalton Debrick from Texas Tech. Dalton never even made it to a class at Tech. Yet, there was no prosecution, despite all the facts that hazing occurred were blatantly obvious. That's simply unacceptable.

Hazing is an often misunderstood and under prosecuted crime. The laws have been insufficient and the courts have often not known what to make of it. It is sometimes seen as "boys being boys" and occasionally something tragic happens. Since Tim died, my wife and I have traveled the country speaking to young people at Universities, talking to state and federal legislators about stiffer laws, speaking to fraternity leadership and to school administrators about making changes, all because we don't want this to happen to others. Across the board, from students to legislators to fraternity leaders to school administrators, we have heard from each that hazing is a serious problem and something needs to be done to stop it. Hazing is criminal activity that often has tragic consequences. Hazing must be stopped and the only way to do that is through stronger laws and a deterrence.

Hazing is also an interesting crime. People generally don't understand it unless they are a victim of it. It is all about the hazers taking psychological control of the individuals they are hazing as part of their initiation into an organization. You follow the rituals or you don't get into the organization. Hazers get their pledges to do things that they would not normally do. There is a scientific and psychological aspect of hazing that has been studied and proven. Yet, it continues to happen, because we allow it as a society. In many cases, the hazers go too far, committing other crimes in the process, and put their victims in severe danger. The perpetrators believe it is their right even though they know it is wrong. One thing is for certain though: the individuals who haze certainly know what they are doing. They had it done to them and they have done it to others before. They know that it is illegal. In talking to parents across the country, we have seen the hazing playbook played out in situation after situation – get the pledges as intoxicated as possible, cause them pass out, put them on a couch, backpack them, don't call for help, when it is known that the situation is dire – order a clean-up, discuss amongst themselves what to do next because they may get in trouble, then after much time has passed - call 911 (usually too late), don't

talk to police or administrators until you make sure there is a consistent story, then victim blame. Make claims the victim was a drug addict and/ or an alcoholic and made the decision to drink that much on their own. Claim the victim showed up drunk. Deflect, deflect, deflect despite the fact that on a very basic level, easily identifiable crimes were committed – furnishing alcohol to minors and hazing, not to mention all the other crimes that likely took place. The alcohol abuse is just one form of hazing. There are many more, such as in Nicky Cumberland's case, where alcohol certainly played a part, but then there was "sleep deprivation" and putting him in a car in the middle of the night for a 2 hour drive. The rest of the story is the same though. Cover up, victim blame, deflect. Without punishing laws, this will continue to happen.

Hazing continues in college fraternities, spirit groups, clubs, sports teams, etc. because Society allows it. The only way things will change is if potential perpetrators see that there are real and meaningful punishments for any form of hazing. As a parent who has lost their child to hazing and has seen the ineffectiveness of the laws in place throughout the country, I am appealing to the Texas Legislators to support and pass this enhanced legislation in the state of Texas. On behalf of myself, my family and all the families who have lost children to hazing, I ask that Texas lawmakers do their part in putting a stop to hazing and the killing of our children.

Subject: Re: TX House Higher Ed Committee hearing on HB 1482 - Anti-hazing reform

Date: Sunday, March 17, 2019 at 10:05:56 AM Central Daylight Time

From: Russell, Marilyn L

To: Reagins-Lilly, Soncia

CC: Clark, Andrew, Garrard, Douglas C, Longoria, Carol A

Learned of this plan yesterday via a cc from Jay Maguire.

Jim Piazza responded that he is unable to join but would also be offering a testimony for the group to share.

Sent from my iPhone

On Mar 17, 2019, at 9:49 AM, Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu > wrote:

Happy Sunday. See the exchange below.

Begin forwarded message:

From: Shawn Cumberland

Date: March 16, 2019 at 6:21:08 PM CDT

Cc: Sylvia Wang Alexandra Cumberland

Subject: TX House Higher Ed Committee hearing on HB 1482 - Anti-hazing reform

Dear Friends,

Our family have joined the ranks of those trying to end hazing. Efforts are ongoing at national, state, University, organizational, and local.

We will be in Austin on Wednesday with Jay Maguire to assist with the push on state law reform. Wish the team luck!

A few weeks ago, Sylvia and I flew to DC and joined the Piazza's and a number of grieving families, NIC, PHC and others in an association called Anti-Hazing Coalition (AHC) to lobby for two hazing laws at federal level. The subsequent feedback has been very positive with bipartisan traction in both the House and Senate.

The Piazza and other families have been touring campuses around the country and have already addressed over 50,000 students so far; we have offered to join their ranks for some of the campus presentations.

We will remain fully engaged in discussions with the Administration at The University of Texas on the specific reform measures that we have submitted.

We are taking active measures to hold the Cowboys accountable for their past behavior and are actively engaged in discussions with Nicky's fraternity.

In Houston, we intend to engage Nicky's high school in a dialogue and will offer to help educate to students and parents prior to advancing to college.

All of the above efforts are centered on education, transparency and accountability.

The Code of Silence remains strong and only a small portion of hazing ever gets reported —typically only coming to light after some catastrophe (alcohol or drug overdose, serious injury or death).

Accordingly, I've been working with some of you on exploring potential novel solutions to align proper behavior (some with a commercial bent) with an objective to even the scales somewhat.

We appreciate all of your support.

Best always with love, The Cumberlands

#LoveLikeNicky

Sent from my iPhone

Begin forwarded message:

From: Jim Piazza

Date: March 16, 2019 at 11:55:44 AM CDT

To: Jay Maguire

Cc:

Shawn Cumberland

Subject: Re: TX House Higher Ed Committee hearing on HB 1482

Jay - attached is my testimony for your review. Let me know if you have comments or changes and i will do by tomorrow. Copying Shawn and Debbie since i am using their sons name to make sure it is ok.

Thanks

Jim

On Saturday, March 16, 2019, 11:05:43 AM EDT, Jay Maguire > wrote:

Dear Friends of Parents and Alumni for Student Safety,

The Texas House Higher Education Committee will take testimony this Wednesday, March 20 on the revisions to the hazing statute in HB 1482 by Rep. JM Lozano (R-Portland.) The bill as written contains provision for change of venue, giving the country attorney for the home institution jurisdiction over hazing offenses wherever they may take place, as well as expanded public notification requirements by IHEs on disciplinary actions against offending student organizations.

For those of you able to make it to Austin, we will meet in the Capitol Cafeteria on the E1 level at 7:15 a.m. ahead of the hearing which begins at 8:00 a.m.

Since the working schedule of legislative committees is unpredictable, we cannot ascertain for certain what time the bill will be taken up. Generally, committees meet in

the early morning, recess when the House goes into session, and sit again after the House adjourns for the day. If the committee doesn't get to our bill before the House gavels in, we may find ourselves with some free time which we'll put to good use by breaking up into teams and visiting legislative offices with a set of talking points on the bill which I will craft for you. We expect House to go in at 10:00 with a relatively light calendar, so we'll likely have two or three hours to do some "shoe leather" lobbying before returning to the committee hearing room. Should the bill be heard early, we'll do our visits, rendezvous at the cafeteria after for a quick debriefing, and then depart.

A note about message discipline: We have a very brief window of time to get our story out, with so we must coordinate our messaging carefully and avoid off-topic or dilatory comments. It's okay to express emotion, but it's important to make sure we get all our messaging points out. So, I'd like to send out some bullet points to each witness and host a live video call on Monday to go over them as a group. Please look for a Zoom invitation from me later this weekend so we can discuss our strategy and help get everyone comfortable with their own roles.

For those of you who cannot make it to the hearing, PASS will be glad to submit written testimony on your behalf. Please send me a draft statement by Monday at 3:00 p.m. I'll review, offer some suggested edits if needed, and circle back with you before putting the statement into final form. Also, the hearing will be live cast on the House website. I'll send out a link ahead of the hearing if you'd like to watch at home.

We have arranged for press to be present at the hearing and would like some of you to make yourselves available for interview if you're agreeable. The Daily Texan, which has done really excellent reporting on the Cowboys and SAE hazing incidents this year, is sending one of its Capitol beat reporters—reporter Lisa Nhan is on Spring Break with her family in Portugal, but promises to follow up when she comes back from vacation. The Texas Tribune and Austin-American Statesman, along with the Quorum Report and a few other legislative reporters who have covered hazing before have been notified as well and I'll follow up with them on Monday to maximize our chances of getting major coverage. I've requested our PR team send a photographer to provide content for our social media campaign and will send out a press release with some brief excerpts of the testimony after the hearing.

I've attached a copy of the introduced version of the bill to this email. NB: a committee substitute will be offered with some of **Shawn Cumberland's suggestions regarding communications devices** either on Wednesday or at a subsequent markup hearing. We do not expect the committee to take votes until the week following at the earliest.

The Senate Criminal Justice Committee has not yet scheduled a hearing on SB 38 by Sen. Judy Zaffirini (D-Laredo) and Sen. Donna Campbell (R-New Braunfels,) but we do expect to hear from the committee clerk soon. So, we'll repeat this process sometime in the next couple of weeks.

Please feel free to call me at (512) 954-8054 to discuss or with any questions.

#ENDHAZINGNOW

Jay Maguire Founder and Hazing Reform Advocate

Parents and Alumni for Student Safety

(O) 512-840-0232 (M) 512-954-8054



<Texas testimony.pdf>

Subject: Re: Tau eNEWS: Important Update 2019

Date: Wednesday, March 20, 2019 at 2:03:04 PM Central Daylight Time

From: Russell, Marilyn L

To: Reagins-Lilly, Soncia

CC: Garrard, Douglas C

Thank you for sharing. It's good to keep up with how all of this is interconnected.

Rob Fondren emailed yesterday with this newsletter attachment as well.

He was encouraged by this update and was happy for us to share with others as well as connect to the chapter president just to offer support if he needs anything.

For context, Rob is a member of kappa sigma (although he doesn't tend to claim it publicly).

Hope y'all are enjoying this week! Marilyn

On Mar 20, 2019, at 8:05 AM, Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu > wrote:

FYI

From: Shawn Cumberland

Date: Wednesday, March 20, 2019 at 12:03 AM

To: Carlos Martinez < <u>Carlos.Martinez@austin.utexas.edu</u>> Co: Soncia Reagins-Lilly < <u>Soncia.R.Lilly@austin.utexas.edu</u>>

Subject: Re: Tau eNEWS: Important Update 2019

Thanks Carlos!

On Mar 19, 2019, at 11:49 PM, Carlos E Martinez < Carlos.Martinez@austin.utexas.edu > wrote:

Mr. Cumberland,

Good luck at the House Higher Education Committee hearing in the morning. I will watch on-line.

And, I'll see you on Thursday over lunch.

Carlos

From: Shawn Cumberland

Sent: Tuesday, March 19, 2019 7:38 PM

To: Reagins-Lilly, Soncia <Soncia.R.Lilly@austin.utexas.edu>; Carlos E Martinez

<<u>Carlos.Martinez@austin.utexas.edu</u>>

Subject: Fwd: Tau eNEWS: Important Update 2019

CONFIDENTIAL

Dear Soncia and Carlos: fyi below.

In our last meeting, I made reference to some activities I was pursuing directly with Nicky's fraternity.

I will want to discuss this with you.

Best regards with love from the Cumberlands.

#LoveLikeNicky

Sent from my iPhone

Begin forwarded message:

From: Alexandra Cumberland

Date: March 19, 2019 at 4:32:23 PM CDT

To: Shawn Cumberland

Subject: Re: Tau eNEWS: Important Update 2019

Wow great first step!

Get Outlook for iOS

From: Shawn Cumberland

Sent: Tuesday, March 19, 2019 4:13 PM

To: ; Alexandra Cumberland

Subject: Fwd: Tau eNEWS: Important Update 2019

Begin forwarded message:

From: Niloufar Gmail <

Date: March 19, 2019 at 12:00:56 PM CDT

To:

Subject: Fwd: Tau eNEWS: Important Update 2019

This is amazing!!!

Niloufar Molavi

PricewaterhouseCoopers

Office: 713 356-6002 Cell: 713-858-6521

Begin forwarded message:

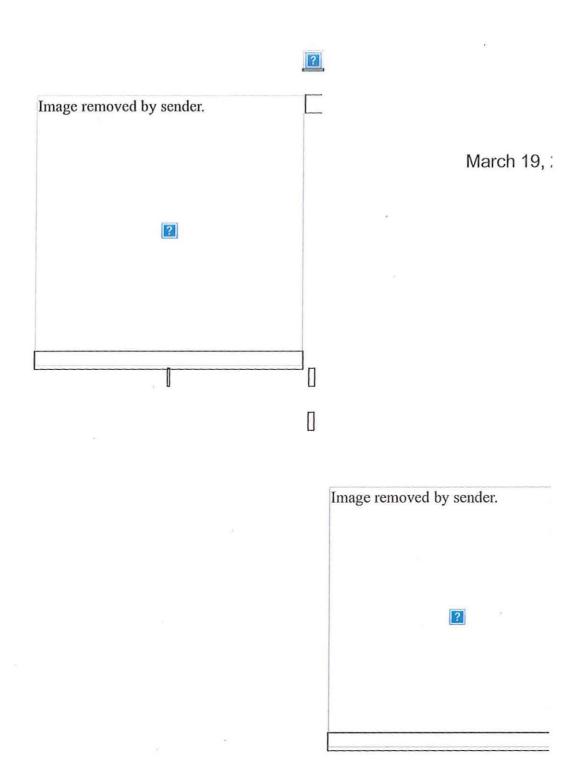
From: "Editor, Kappa Sigma Tau eNews" < editor@kappasigtauut.org>

Date: March 19, 2019 at 10:53:19 AM CDT

To:

Subject: Tau eNEWS: Important Update 2019

Reply-To: editor@kappasigtauut.org



Dear Kappa Sigma Tau Parents & Alumni,

Nicky Cumberland's tragic death after his return from a Texas Cowboys event has prompted both the Tau Chapter and the Texas Kappa Sigma Educational Foundation to carefully take stock of practices that have occurred within our own purview.

The Code of Conduct to which Kappa Sigma Fraternity Chapters subscribe (see below) clearly delineates practices that are inconsistent with the ideals of the Fraternity Candidly we believe

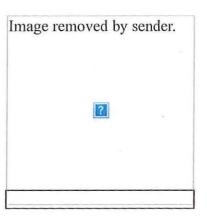
can do a better job aligning all of our practices with such ideals. B working closely with our national organization and Nicky's father, Shawn Cumberland, who has graciously offered his help, we inter review and reshape the culture going forward.

After careful consideration, the first action we have taken is to suspend several Chapter social functions that were scheduled for spring and modify several other upcoming events that are purely philanthropic or include parents and alums to be alcohol-free. We believe this pause will give us a chance to build an environment the reinforces the Fraternity's pillars of Fellowship, Leadership, Scholarship, and Service, and that in so doing, we will lead the wafor others. We trust you will understand and support these efforts.

A.E.K.D.B.,

Image	removed by sender.	

Bill Zwiener '73 Chairman Texas Kappa Sigma Educational Foundation



Ben Broughton '16 Grand Master Kappa Sigma Tau Chapter

П

Click here to read Code of Conduct



Kappa Sigma Tau UT I 1002 West 26th Street, Austin, TX 78705

Unsubscribe

<u>Update Profile</u> I <u>About our service provider</u>

Subject: RE: Redacted Administrative Disposition - Report

Date: Wednesday, March 27, 2019 at 7:27:19 PM Central Daylight Time

From: Shawn Cumberland
To: Reagins-Lilly, Soncia

CC: Sylvia Wang, Alexandra Cumberland, Carlos E Martinez, Fils-Aime, Andel P

Dear Dean Lilly and team,

Thanks for the thoughtful report.

My initial reactions are as follows:

1. Sleep deprivation:

- a. The report is too light on sleep deprivation. Multiple studies have shown that lack of sleep has the same impact on responses as alcohol, and that there are roughly equivalent numbers of auto accidents from sleep deprivation as driving under the influence of alcohol. This high risk behavior can't be allowed.
- b. It is irrelevant that some boys slept while others didn't. The relevant part is that the Cowboys allowed someone to drive six UT students that did not have adequate sleep to be able to complete the journey home. I was told that every passenger in car fell asleep immediately (demonstrating how exhausted everyone was). This is a big deal and there was another recent case on a Delaware campus of a fatal accident from lack of sleep after a fraternity hazing incident.
- c. Just as a drunk person can't be allowed to make a decision to drive, a sleep deprived person can't be allowed to make that same decision. The driver is not in a position of good judgment to make an informed decision. was incapable of making it home because he didn't have enough sleep (even if every other attended was allowed to sleep).
- d. Further, the Cowboys allowed the boys to overload a vehicle without each person having a seat belt. It doesn't matter whether UT policy is silent on this topic. This is obvious to the average person on the street.
- This finding appears to be driven by a liability concern, but the knock-on consequence and message is not good.

2. Reform recommendations:

- a. Thank you for adopting some of our recommendations (cell phone confiscation and reading the book about Gabe Higgins).
- b. I would like to review some of the other suggestions that were not incorporated.

Thank you again for all your tremendous efforts on this important case.

Love always from the Cumberlands

From: Reagins-Lilly, Soncia <	soncia.R.Lilly@austin.utexas.edu>	
Sent: Wednesday, March 27,	2019 3:36 PM	
To: Shawn Cumberland		
Cc: Sylvia Wang	Alexandra Cumberland	Carlos E
Martinez < Carlos. Martinez@	austin.utexas.edu>; Fils-Aime, Andel P <andel.fil< td=""><td>s-Aime@austin.utexas.edu></td></andel.fil<>	s-Aime@austin.utexas.edu>
Subject: Redacted Administr	ative Disposition - Report	

Dear Shawn and Alexandra,

A redacted copy of the Administrative Disposition for the Texas Cowboys organization is attached to this message. Thank you for your patience and willing participation in our investigative process, I know it's been a long journey. On the last page of the disposition, you'll see the options available to the organization in response to our findings. The outcome of the student conduct process will be final once the organization either chooses to accept the findings and sanctions, or after all hearings and appeals are complete.

I hope there is some comfort looking forward to a future Cowboys' organization free from hazing. Your family remains in my thoughts and I look forward to our continued work together.

Sincerely, Soncia

SONCIA REAGINS-LILLY | Vice President for Student Affairs | Dean of Students | Faculty, College of Education | @sonciarlilly | The University of Texas at Austin | 512-471-1133 | Assistant: Victoria Wooten, M.Ed., vicki.wooten@austin.utexas.edu |

Subject: Cowboys/TABC/Wranglers

Date: Wednesday, March 27, 2019 at 10:16:31 PM Central Daylight Time

From: Kevin Lilly

To: Reagins-Lilly, Soncia

Dr Lilly

I read with great disappointment, the Cowboys situation. Sadly this is the second such occurrence sorry not only for the family but for you and your staff. As Chair of the TABC I am acutely aware of the challenges and dangers of hazing and "ritualized" drinking. If we may be of service please let me know. Re the Cowboys, There are changes at work....all for the unfortunate reason but a role must be filled.

In that regard, I did want to talk to you if I might about The Wranglers. When the last suspension of the Cowboys occurred it was suggested the Wranglers take over that responsibility.

It was thought then that the group was too new.

Now about to celebrate 40 years on the Longhorn campus, I hope the Wranglers have earned the right to expand their role.

Oddly enough the Spurs were 40 years old when I was a freshman.

While a decision may not happen soon, I ask you to allow the Wranglers to step out of the shadow of the two older organizations and take a higher platform. I believe they've earned it. They have modeled true community service, leadership and diversity. They have been the outstanding group on campus and excelled in the classroom and intramurals. While not perfect I believe they have diligently tried to elevate the University and it's student body.

Many thanks

Kevin

Kevin Lilly Managing Partner Avalon Advisors LLC 7138950954 cell

Sent from my iPhone

Subject: Driver sleep

Date:

Thursday, March 28, 2019 at 7:58:11 AM Central Daylight Time

From:

Shawn Cumberland

To:

Reagins-Lilly, Soncia

Soncia,

When can we discuss this?

I'm going to require that the University answer the question how much sleep did the driver have the day the Cowboys allowed him to drive my son.

Shawn

Sent from my iPhone

Subject: Fwd: TCAA Statement

Date: Thursday, March 28, 2019 at 9:54:13 AM Central Daylight Time

From: Shawn Cumberland

To: Reagins-Lilly, Soncia, Carlos E Martinez, Fils-Aime, Andel P, Alexandra Cumberland

Sent from my iPhone			
Begin forwarded message:			
From: Shawn Cumberland	192		
Date: March 28, 2019 at 8:51:59 AM CST			
To:			"Alexandra Cumberland
		Sylvia Wang	
Subject: RF: TCAA Statement			•

The Cowboy's statement is extremely disappointing.

It tells us that nothing has changed since Gabe Higgins death. There is no ownership, but rather lack of sincere remorse. The Cowboys alumni does not accept responsibility for the continued culture of hazing and for the deceptive and dangerous system that was put in place to protect and promote hazing. The alumni care only about the preservation of the organization, but not the safety of the individuals.

Within hours of the fatal accident, the Cowboys went into preservation mode with their lawyer in action.

The Cowboys quickly commissioned an independent "investigation". However, the investigator never looked once at the victim. No inquiry of his parents about the marks on Nicky's body; no request about the condition of his clothing; no request about the contents of his cell phone; no request about what eye witnesses may have said to any of his family members; no discussion with his girlfriend about why Nicky was afraid he was going to get hurt prior to departing for the event. We would call this a whitewash.

During the University investigation, we are told that the Administration received daily emails and messages seeking leniency even before the results had been released.

As for the Cowboy's service to the community, this is the PR machine at its worst. The feedback we are now hearing is that the Cowboys are truly a social organization trying to project an image as a service organization.

Closely examine their boosts. Donating "hundreds of thousands" is lame amount over an extended 65 year period. When I first saw the front page of the Cowboy website assert \$250,000 over the 65-year period, my reaction was it must be a typo; that's a pathetic amount per annum. The Cowboys alumni counts some of the most successful businessmen in the State of Texas.

By contrast: Nicky's high school friend raised \$150,000 in 30 days to defray some of his medical bills. Nicky rode a few times in the MS150 on a small team that raised \$1mm in a dozen years.

Regarding: "volunteered tens of thousands of community service hours."

Let's put that in perspective: with ~100 boys each year and 5800 waking hours per year over 65 years [btw, the Cowboys are almost 100 years old], 20,000 hours of service would not even be 1% of a young man's time. In fact, it's not even 1/10 of 1% (it would be $1/20^{th}$ of 1%). Further, we assume much of the time they count includes preparation and attendance at a date parties where they spend hundreds of thousands on entertainment to net the tiny amount mentioned above.

As for the sleep deprivation claim, we strongly disagree. The driver should never been allowed to depart after a full days event with our son and too many other passengers with inadequate sleep. (Further, there were no seatbelts available for everyone.) It's of zero relevance that some boys slept while the driver carrying our son fell asleep on the road. This would be the equivalent of saying some boys didn't drink, but we let a driver drink and drive. Numerous posted UT transportation policies were broken on that fatal trip.

Based on the disappointing statement from the Cowboys, my fear is that upon returning from the six year expulsion, nothing will have changed (again).

I would welcome to have an on-campus open public dialogue with the chairman of the Cowboy alumni about any of the above items. Perhaps, we could invite President Fenves to chair the discussion.

----- Forwarded message -----

From: Edward R. Lopez < eddielopez@utexas.edu>

Date: Thu, Mar 28, 2019 at 3:12 AM

Subject: TCAA Statement

To:

The Texas Cowboys have served the UT and greater Austin community for nearly a century. For example, our members have volunteered tens of thousands of community service hours, donated hundreds of thousands of dollars to charity, and contributed to campus learning through activities such as hosting a lectureship series featuring world leaders on campus. Consequently, we are disappointed by the University's decision today, and are saddened that it may prevent our organization from continuing this legacy of service. Throughout the investigation our entire organization has been completely transparent, engaged, and accessible. Indeed, the University has repeatedly complimented our members' cooperation during the investigation. As an organization, we are disappointed by the misconduct of certain student members. In fact, we have expelled and suspended from our organization the students who were connected to the hazing. Their actions violated University regulations and did not align with our organization's standards – and they do not represent the heart and soul of our organization.

However, hazing did not cause the car accident that took Nicky Cumberland's life. The University's ruling expressly determined that sleep deprivation did not occur at the retreat. According to the University, "multiple members reported that they were able to go to sleep at various times of the night... as well, no one reported having been prevented from sleeping." The car accident was a tragic event that claimed the life of an exceptional person. We continue to mourn with Mr. Cumberland's family and loved ones. Our organization is committed to learning, growing, and using this tragedy to educate and prepare the next generation of leaders to do better – and to more effectively serve others. However, we cannot accomplish these goals if the Texas

Cowboys are no longer permitted to operate as an official student organization. Our leaders are currently reviewing their options and will make a decision shortly on how to proceed.

Thank you,

EL

Edward R. Lopez

President - Texas Cowboys Alumni Association Tejas Club Foundation Life Member - Texas Exes Past President - Longhorn Alumni Band Ambassador for the University of Texas Club Office: (512) 229-1985 Mobile: (956) 458-6162

"May the Eyes of Texas Always be Upon You"

Best,

Subject: Cowboys penalty

Date:

Thursday, March 28, 2019 at 1:07:18 PM Central Daylight Time

From:

Justice, Sharon H

To:

Reagins-Lilly, Soncia

Soncia,

The penalty imposed upon the Cowboys is just. Congratulations to you and your team for investigating a horrible unnecessary death and being persistent in your search for the truth.

There may be naysayers out there..rich alumni who believe that once the organization is rid of the offenders (this time) then why would you punish the entire group? They will reform. It will not happen again. We have learned our lesson. And my favorite was: If the Dean of Students had been a male, we wouldn't have received such a harsh penalty." Or there was the Denton Cooley quote: "I was a Cowboy and they branded me. I am so proud of that brand." No doubt you will have a compilation of your favorite quotes also.

The Cowboys "are a part of the University." Who will shoot the cannon? I vote for the Blazers! The Cowboys are influential citizens of the state and on and on it goes. Maybe some of those alumns who were so vocal about my poor decision making will support your decision and do it publicly.

There is a part of me that is saddened that they didn't learn after I cancelled the registration for 5 years, but I have hopes that they will learn from this experience!

Not knowing the rules any longer, I don't know if they appeal the decision to a hearing officer, if the officer can strengthen the penalty. If they were "smart' they would accept your decision and move on. I don't believe the general public will support them..not since it has happened again.

Thank you for your hard work, your willingness to make a "tough" decision and your positive contribution to student life.

Hook 'em Sharon

Subject: Re: Driver's sleep Date: Friday, March 29, 2019 at 6:03:53 AM Central Daylight Time From: Shawn Cumberland To: Reagins-Lilly, Soncia CC: Fils-Aime, Andel P, Carlos E Martinez, Alexandra Cumberland
Thank you Soncia and Carlos.
Sent from my iPhone
On Mar 29, 2019, at 5:56 AM, Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu > wrote:
Good morning Shawn,
I write to acknowledge receipt of your messages regarding sleep deprivation. Carlos has shared that you two are in communication regarding your question. We are working together and he will be the liaison.
Best Regards, Soncia
On Mar 28, 2019, at 1:02 PM, Shawn Cumberland wrote:
Court Court with the same
Sent from my iPhone Begin forwarded message:
From: Date: March 28, 2019 at 11:47:52 AM CST To: Shawn Cumberland Subject: Re: Driver's sleep
Several Cowboys told me at the hospital (on the first day before you had arrived) that they hadn't slept in 36 hours, so at least a few of them were definitely sleep deprived.
On Wed, Mar 27, 2019 at 23:25 Shawn Cumberland wrote:
Sent from my iPhone
Begin forwarded message:
Prom: Date: March 27, 2019 at 10:23:16 PM CST

To: Soncia Reagins-Lilly < Soncia.R.Lilly@austin.utexas.edu >, Andel Fils-Aime < Andel.Fils-
<u>Aime@austin.utexas.edu</u> >, Carlos Martinez < <u>Carlos.Martinez@austin.utexas.edu</u> >
Cc: Sylvia Wang
Subject: Driver's sleep
How much sleep did the driver have the day of the accident before he left the Cowboys event
https://www.kxan.com/news/local/austin/texas-cowboys-suspended-following-student-death hazing-allegations/1881607718
Sent from my iPhone

Subject: RE: Tx Cowboys

Date: Friday, March 29, 2019 at 11:37:17 AM Central Daylight Time

From: Guerrero, Heather
To: Reagins-Lilly, Soncia

Thanks for forwarding Sharon's response! I'm sure you're getting inundated with messages.

I'm just curious if the message from Scott Noble was cut off, or if "comment" was his only response. I'm assuming the email forward didn't go through.

Heather Guerrero | Director of Development
Office of the Vice President for Student Affairs
The University of Texas at Austin

Office: (512) 475-6134 Cell: (512) 516-0705

From: Reagins-Lilly, Soncia <Soncia.R.Lilly@austin.utexas.edu>

Sent: Friday, March 29, 2019 9:24 AM

To: Guerrero, Heather <heatherguerrero@austin.utexas.edu>; Thomas Dison <dison@austin.utexas.edu>;

Longoria, Carol A <caroll@utexas.edu>; Fils-Aime, Andel P <Andel.Fils-Aime@austin.utexas.edu>

Subject: Fwd: Tx Cowboys

You should know.

No comment or response necessary.

Begin forwarded message:

From: Scott Noble

Date: March 29, 2019 at 9:09:09 AM CDT

To: Soncia Reagins-Lilly < Soncia.R.Lilly@austin.utexas.edu>

Cc: Douglas C Garrard <garrardd@austin.utexas.edu>, Marilyn L Russell

<marilynr@austin.utexas.edu>

Subject: Tx Cowboys

comment

Subject: Fwd: Texas Cowboys

Date: Friday, March 29, 2019 at 12:23:25 PM Central Daylight Time

From: Shawn Cumberland

To: Reagins-Lilly, Soncia, Carlos E Martinez

Sent from my iPhone

Begin forwarded message:

From: cwickman12

Date: March 29, 2019 at 11:43:57 AM CDT

To: Subject: Texas Cowboys

Shawn,

I winced as I read the ridiculous statement from the Texas Cowboys Alumni Association. As an alum myself -- this group certainly does not speak for me or I daresay the majority of former Cowboys out there. That is as tone-deaf a statement as I have ever encountered.

Your response was right on the money. I am still stunned by the abject senselessness of this tragedy, and appreciate your willingness to use your considerable intellect to try to salvage a "teachable" moment here. I can assure you there are many of us that value and greatly appreciate your input.

Thanks so much,

Charles

Subject: Re: Texas Parents Spring Ambassadors Council

Date: Friday, March 29, 2019 at 4:52:19 PM Central Daylight Time

From: Kivel, Matthew K

To: Susie Smith, Reagins-Lilly, Soncia

CC: Kennedy, Sara J, Bulow, Brooke, Guerrero, Heather, Thomas Dison

Thanks!

From: Susie Smith <susie.smith@austin.utexas.edu>

Date: Friday, March 29, 2019 at 4:37 PM

To: "Kivel, Matthew K" <matt.kivel@utexas.edu>, "Reagins-Lilly, Soncia"

<Soncia.R.Lilly@austin.utexas.edu>

Cc: "Kennedy, Sara J" <kennedy@austin.utexas.edu>, "Bulow, Brooke" <bbulow@austin.utexas.edu>,

"Guerrero, Heather" < heatherguerrero@austin.utexas.edu>, Thomas Dison

<dison@austin.utexas.edu>

Subject: Re: Texas Parents Spring Ambassadors Council

Hi Matt,

Please see the attached. President Fenves will be introduced by the

They are from

Prior to the President's remarks, SSI will be presenting information about 360 Connections, the Graduate Student Help Desk and other SSI programming.

Please let me know if you have any questions.

Thanks, Matt!

Sincerely,

Susie

SUSIE SMITH, Director

The University of Texas at Austin | Texas Parents | 512-471-2353 | Texas Parents.org | parents.utexas.edu

From: "Kivel, Matthew K" <matt.kivel@utexas.edu>

Date: Friday, March 29, 2019 at 4:31 PM

To: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>, "Susan (Susie) Smith"

<susie.smith@austin.utexas.edu>

"Guerrero, Heather" <heatherguerrero@austin.utexas.edu>, Thomas Dison

<dison@austin.utexas.edu>

Subject: Re: Texas Parents Spring Ambassadors Council

Team,

Was just wondering if I could get a run of show for this meeting. I want to give Greg all of the details ASAP so that he can prepare. Please let me know when you've got one.

Best.

Matt

From: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>

Date: Friday, March 29, 2019 at 5:43 AM

To: Susie Smith <susie.smith@austin.utexas.edu>

Cc: "Kivel, Matthew K" <matt.kivel@utexas.edu>, "Kennedy, Sara J" <kennedy@austin.utexas.edu>,

"Bulow, Brooke" <bbulow@austin.utexas.edu>, "Guerrero, Heather"

<heatherguerrero@austin.utexas.edu>, Thomas Dison <dison@austin.utexas.edu>

Subject: Re: Texas Parents Spring Ambassadors Council

Thank you Team,

I'm also folding Heather and Tom in to this conversation. To add, Housing may also be of interest.

Best Regards, Soncia

SONCIA REAGINS-LILLY
Vice President for Student Affairs |
Dean of Students |
studentaffairs.utexas.edu | deanofstudents.utexas.edu

On Mar 28, 2019, at 4:28 PM, Susie Smith <susie.smith@austin.utexas.edu> wrote:

Hello Matt,

Thank you for reaching out. Please pardon my delay in responding as I was out of town on family business Tuesday and Wednesday. We're always appreciative of the importance you and President Fenves place on developing key issue information to share with the parents; I know how greatly they appreciate that he visits with them, so thank you on their behalf.

Soncia, as you requested Brooke, Sara and I have connected and talked through the content below.

Suggested topics:

- The admissions scandal with Gary's approval, we shared the president's email in our March eNewsletter and it was a highly clicked "read more" link. I believe they will be interested in hearing about UT's current position; especially with the email that went out this afternoon.
- Texas Cowboys suspension as this was in his email that went out this afternoon to
 parents and families; Matt, Sara suggests you may want to reference the attached talking
 points about the Cowboys and hazing.
- The President's Award for Global Learning we promoted that in the eNews as well as on the FB group and saw good interest. I believe parents will be excited to hear his vision for the initiative.
- Commencement 2019 Michael Dell as commencement speaker and any other graduation information he would want to impart would be well-received.
- I would suggest he be prepared for possible questions about what security strides have been made on campus with the upcoming anniversary of both Haruka's and Harrison's passing. I don't know that the question would be asked, but just to be aware it could be on someone's radar.

I would also encourage remarks thanking the Ambassadors Council for the volunteer work they will perform this summer welcoming the parents and families of the Class of 2023. So you're aware, last year our parent volunteers numbered 93; they volunteered 1,140 hours serving 5,674 families or 9,077 parents and other family members. They are great ambassadors for the university and play a significant role in welcoming and acclimating the parents and families of the incoming classes.

Please let me know if you have any questions.

Sincerely, Susie

SUSIE SMITH, Director
The University of Texas at Austin | Texas Parents | 512-471-2353 | Texas Parents.org | parents.utexas.edu

From: "Kivel, Matthew K" < matt.kivel@utexas.edu>

Date: Tuesday, March 26, 2019 at 5:17 PM

To: "Susan (Susie) Smith" < susie.smith@austin.utexas.edu >, "Reagins-Lilly, Soncia"

<Soncia.R.Lilly@austin.utexas.edu>

Cc: "Wooten, Victoria E" < vicki.wooten@austin.utexas.edu>

Subject: Texas Parents Spring Ambassadors Council

Soncia and Susie,

I hope you're well. I'm preparing Greg's remarks for the TP's Spring Ambassadors Council and Greg would like the two of you to weigh in on the content of his remarks. He wants to know what's important to you and UT parents and he wants to make sure he addresses the key issues that are on your/their minds at this meeting. Any suggestions or points from the two of you would be very much appreciated.

Thanks so much!

Matthew Kivel Office of the President The University of Texas at Austin C. 310-801-0084

<image001.png>

Subject:

FW: Cowboys

Date:

Sunday, March 31, 2019 at 7:09:11 AM Central Daylight Time

From:

Dempster, Douglas J

To:

Reagins-Lilly, Soncia

CC:

Dell'Antonio, Andrew, Wolcott, David A

Attachments: 2018-2019 Member Handbook.pdf

Soncia, I know the situation with the Cowboys has been challenging and appreciate the seriousness of all that.

I wanted you to know that it has gotten us talking in Fine Arts about where we might have our own vulnerabilities. In the meantime, see this email thread below from Scott Hanna, director of the Longhorn Band.

It's reassuring, but I'm guessing the Cowboys were pledged to an explicit honor code as well. Were they? And did they have adult supervision/advising that was unaware of the hazing culture of the group?

Is this an issue that the deans should be more alert too?

Doug

From: "Scott S. Hanna" <sshanna@utexas.edu> Date: Thursday, March 28, 2019 at 5:03 PM

To: "Dempster, Douglas J" <ddempster@austin.utexas.edu>

Cc: Jerry Junkin <ifjunkin@austin.utexas.edu>, Mary Ellen Poole <mepoole@austin.utexas.edu>,

"Dell'Antonio, Andrew" <dellantonio@austin.utexas.edu>, Christopher Montes

<chris.montes@austin.utexas.edu>, Alicia Dietrich <alicia.dietrich@austin.utexas.edu>

Subject: Re: Cowboys

For everyone to get up to speed with what we do, here are some excerpts from materials provided to all members of the band:

FROM OUR COURSE SYLLABUS:

The University of Texas Honor Code

The core values of The University of Texas at Austin are learning, discovery, freedom, leadership, individual opportunity, and responsibility. Each member of the University is expected to uphold these values through integrity, honesty, trust, fairness, and respect toward peers and community.

Equal Access for All Students

This course respects and welcomes students of all backgrounds, identities, and abilities. Students who require academic accommodation may request appropriate arrangements from the Division of Diversity and Community Engagement at (512) 471-6259 (voice), (512) 410-6644 (video phone), email: ssd@austin.utexas.edu, or http://diversity.utexas.edu/disability/.

Respect for Personal Identity

In this course, professional courtesy and sensitivity are important with respect to individual

differences in race, culture, religion, politics, nationality, sexual orientation, gender identity, and gender expression. Class rosters are provided to each university instructor with students' legal names. Please advise the instructor if you wish to be addressed by a name different than what appears on the roster, and also of your preferred gender pronouns. Making these requests early in the semester will allow ensemble records to be appropriately updated as soon as possible.

Counseling and Mental Health Resources

All of us benefit from support during times of struggle. There are many useful resources available on campus, and asking for support earlier rather than later is often helpful. If you or anyone you know experiences any academic stress, difficult life events, or feelings such as anxiety or depression, you are strongly encouraged to seek support through the Counseling and Mental Health Center. Information can be found at http://www.cmhc.utexas.edu/.

EXCERPTS FROM THE BAND HANDBOOK - each member signs this agreeing to abide by the rules of The University and of the band; I have included here just the pages relevant to the current discussion, as most of the document deals with processes and logistics.

Scott Hanna
Director, Longhorn Band
Associate Director of Bands
Conductor, Wind Symphony
Sarah and Ernest Butler School of Music
512-471-4314

On Mar 28, 2019, at 4:44 PM, Dempster, Douglas J < ddempster@austin.utexas.edu> wrote:

Thanks, Scott. I'll look forward to learning more. Christine will be in touch.

PS You may find yourself in demand to provide coaching for other organizations and advisors across campus! In fact, I think maybe we might want to make this a focus for one of the future issues of Arts Next, emphasizing the leadership culture and professionalism taught in the LHB.

Thanks.

From: "Scott S. Hanna" < sshanna@utexas.edu > Date: Thursday, March 28, 2019 at 3:47 PM

To: "Dempster, Douglas J" <ddempster@austin.utexas.edu>

Cc: Jerry Junkin < jfjunkin@austin.utexas.edu >, Mary Ellen Poole < mepoole@austin.utexas.edu >,

"Dell'Antonio, Andrew" < dellantonio@austin.utexas.edu >, Christopher Montes

<chris.montes@austin.utexas.edu>

Subject: Re: Cowboys

Doug,

I'm happy to meet about this. You are correct to say that there are not similar worries where the band is concerned. We work very hard at this every year through leadership training, constant articulation of expectations, and reinforcement of a culture that is inclusive and supportive of all students. We provide specific activities that welcome the new members each year, educate them about the campus and the band, and make them feel as much a part of the family as quickly as possible after their arrival on campus.

Scott

Scott Hanna
Director, Longhorn Band
Associate Director of Bands
Conductor, Wind Symphony
Sarah and Ernest Butler School of Music
512-471-4314

On Mar 28, 2019, at 3:33 PM, Dempster, Douglas J <<u>ddempster@austin.utexas.edu</u>> wrote:

Jerry and Scott: The suspension of the Texas Cowboys and the revelations about their hazing traditions come as a shock.

I'm sure I'm safe to assume that we don't have similar worries about the LHB, but I realize now that I've never even stopped to ask.

Christine is going to pull together a 30 minutes meeting so the two of you can brief me, Mary Ellen, and Andrew Dell'Antonio, if possible, on what you're doing to prevent and preempt hazing in the band. The sooner the better.

I'll be discussing with the chairs and directors where else we may have to be alert to this possibility in the college.

Thanks.

Doug

Subject	: Texas Blazers Here to Help
Date:	Monday, April 1, 2019 at 11:07:10 PM Central Daylight Time
From:	Neal Makkar
To:	Reagins-Lilly, Soncia
CC:	
Hi Dean I	Lilly,
7.1	is well! I am sure this is a busy time for you - I just heard the news about Cowboys and can only imagine t means for you, your staff, Athletics/Smokey, and the university as a whole. I was talking to the (copied), and we wanted to know how we could help.
to help you other spi sure if th am sure to as strong	would love our office work against hazing on campus. When I was on campus, we actually went around to a few of the rit groups to show them how we build cohesion in a New Member class without the use of hazing. I am not at is still being done today, or if it is something you are considering doing along with other initiatives, but I the guys in Texas Blazers would be more than happy to help you out. The organization has always seen itself to role models for the best The University has to offer. Ridding the campus of hazing definitely falls within our to serve and support The University in all of its endeavors.
	alumni perspective, our Alumni Network is also willing to support the cause, but not being on campus any y make that tough. If you can think of a way for us to help as well, we are all ears.
	ward to hearing from you. would be happy to meet with you/your office in person to urther if interested. We are all here to help!
Best,	
Neal Mak	kar
 Neal Mak 832-866-	

Subject	: Re:
Date:	Thursday, April 4, 2019 at 6:11:43 AM Central Daylight Time
From:	Soucy, Kelly L
To:	Reagins-Lilly, Soncia
CC:	Garrard, Douglas C
Hi Dr. Lill	y-
	ly, I will outreach again to We did a warm hand-off from Student Conduct encouraging him to connect for support. I will email and call him today.
Thanks, Kelly	
Sent fron	n my iPhone
On Apr 4,	, 2019, at 5:50 AM, Reagins-Lilly, Soncia < <u>Soncia.R.Lilly@austin.utexas.edu</u> > wrote:
Go	ood morning,
pr	He needs to seek or express the desire for support. It is a good actice, as I'm sure you know, for Horns to take care of Horns. has done that by bringing this to ar attention. Ultimately, should agree on the support and help provided.
	est Regards, ncia
Vid De	ONCIA REAGINS-LILLY ce President for Student Affairs can of Students udentaffairs.utexas.edu
Be	gin forwarded message:
	Date: April 4, 2019 at 12:47:13 AM CDT To: kelly.rifenbark@austin.utexas.edu Subject: Re:
	Hi Kelly,
	I hope you're doing well. I wanted to reach out to you about has had a very challenging semester in light of the Cowboys investigation and all of the news coverage circulating around it. This past week has been especially difficult, as he is now dealing with a personal issue as well. I have been worried about him and wanted to see if it would be possible to have a note sent to his professors.

As you may know, he has to make a decision on whether to within the next 7ish days. has also been set for next week, and he is scrambling to finish. He wouldn't ask for help but I know he is really struggling and needs it, so I am doing it in his behalf. I just remember being in a similar situation with the campaign last year and how much of a toll it took on and how helpful it was for our professors to hear from you about the situation in considering whether to grant us extensions on assignments (which they did).
I'm not sure if you are able to send a note in this sort of situation but wanted to check in with you nonetheless so you're aware.
Thank you so much for all that you do for us.
Sent from my iPhone

Subject: Re: Thursday, April 4, 2019 at 8:43:38 AM Central Daylight Time Date: From: Fils-Aime, Andel P To: Reagins-Lilly, Soncia CC: Longoria, Carol A, Buenrostro, Bitia, Student Conduct Hello Dr. Lilly, We will wait until you all are able to make contact with Mrs. before trying to schedule a time to meet with her. Thanks and have a great day. Andel ANDEL FILS-AIME, Ed.D. Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu From: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu> Date: Thursday, April 4, 2019 at 6:11 AM To: "Fils-Aime, Andel P" < Andel. Fils-Aime@austin.utexas.edu> Cc: "Longoria, Carol A" <caroll@utexas.edu>, "Buenrostro, Bitia" <bitia@austin.utexas.edu>, Student Conduct <studentconduct@austin.utexas.edu> Subject: Re: Hello Andel, I will call her today and let her know that I've asked you to meet with her as you have been the primary lead of the investigation. Please ask Whitney to wait until our office updates the family. Best Regards, Soncia SONCIA REAGINS-LILLY Vice President for Student Affairs | Dean of Students |

On Apr 3, 2019, at 6:13 PM, Fils-Aime, Andel P < Andel.Fils-Aime@austin.utexas.edu > wrote:

Hello Dr. Lilly,

studentaffairs.utexas.edu

I will have Whitney reach out to to schedule a meeting with us on early Friday

afternoon if her schedule permits. I'll also have another member of my staff present to take notes while he listen to her concerns and share where we are in the conduct process. I'll be sure to keep you posted on any new information or concerns that are brought to our attention. Thanks for passing along this information.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Reagins-Lilly, Soncia" < Soncia.R.Lilly@austin.utexas.edu>

Date: Wednesday, April 3, 2019 at 10:25 AM

To: "Fitch, Denise L" < dfitch@austin.utexas.edu >, "Longoria, Carol A"

<caroll@utexas.edu>, "Fils-Aime, Andel P" <<u>Andel.Fils-Aime@austin.utexas.edu</u>>

Cc: "Buenrostro, Bitia" < bitia@austin.utexas.edu >, "Wooten, Victoria E"

<vicki.wooten@austin.utexas.edu>

Subject: Re:

Thanks for capturing the essence of the call.

In the future when Conduct related calls come in, please also copy Carol and Andel.

I am looping them in now. Andel, please propose a strategy. I could meet. You could meet. You and Carol might meet? Melissa? I'm open to your thoughts and recommendations before I reply or rerun the call. Given the status of the event, should we buffer you?

Thanks!

Get Outlook for iOS

From: Fitch, Denise L < dfitch@austin.utexas.edu>

Sent: Wednesday, April 3, 2019 10:20 AM

To: Reagins-Lilly, Soncia

Cc: Buenrostro, Bitia; Wooten, Victoria E

Subject:

Dr. Lilly,

called this morning wanting to set up an

appointment for her and her son, with Nicky Cumberland. She is concerned that there are some students that are intimidated about the process of what has been going on with the Cowboys, etc. and are not speaking up. There has been so much misinformation and how the students are feeling, they are not talking, they are shutting down. She is concerned for are parents with critical information, but is anyone listening. Let the punishment fit the crime. She said a lot more about this subject, too.
She is from but will be in this weekend and hopes that she can meet with you on Friday or Monday. She'll be in early Friday afternoon through the weekend and could stay through Monday, if she needed to. She understands that this is short notice, so it might work out better for you to set something up in the future. She works full time, but this is important to her.
I'm working on getting a FERPA form signed by her son.
Phone: Email:
Thank you, Denise
Denise L. Fitch < image001.jpg>

2304 Whitis Avenue, Stop G5000, Austin, TX 78712-1659 FAC 302 Phone (512) 471-7087 Fax (512) 232-9489

Subject: Re: Administrative Disposition Extension

Date: Tuesday, April 9, 2019 at 6:34:01 PM Central Daylight Time

From: Fils-Aime, Andel P

To: Reagins-Lilly, Soncia, Wommack, Melissa

Hello Dr. Lilly,

We don't have any objections or reservations with providing the organization an extension. Thanks and have a great day.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>

Date: Tuesday, April 9, 2019 at 6:04 PM

To: "Wommack, Melissa" <mwommack@austin.utexas.edu>
Cc: "Fils-Aime, Andel P" <Andel.Fils-Aime@austin.utexas.edu>

Subject: Re: Administrative Disposition Extension

If in accordance with provisions in the rules, I approve the extension. Any objections or other considerations to discuss?

Best Regards, Soncia

SONCIA REAGINS-LILLY
Vice President for Student Affairs |
Dean of Students |
studentaffairs.utexas.edu

On Apr 9, 2019, at 2:03 PM, Wommack, Melissa < mwommack@austin.utexas.edu wrote:

Dr. Lilly,

, is requesting an extension on remitting their administrative disposition. This would move the deadline from April 16 to April 24. They were given the disposition and original timeline on March 27. I've included his request below.

Sincerely, Melissa

MELISSA JONES-WOMMACK, M.A., Assistant Director for Student Organization Conduct

The University of Texas at Austin | Student Conduct and Academic Integrity in the Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From:

Date: Tuesday, April 9, 2019 at 1:59 PM

To: "Wommack, Melissa" < mwommack@austin.utexas.edu>

Subject: Re: Administrative Disposition Extension

Yes that should give us the time that we need.

Thank you for your help.

On Tue, Apr 9, 2019 at 1:58 PM Wommack, Melissa < mwommack@austin.utexas.edu> wrote:

Hi

Just so that I am clear when forwarding your request to Dr. Lilly, you would like an extension until April 24?

Sincerely, Melissa

MELISSA JONES-WOMMACK, M.A., Assistant Director for Student Organization Conduct

The University of Texas at Austin | Student Conduct and Academic Integrity in the Office of the Dean of
Students | 512-471-2841 | deanofstudents.utexas.edu

From:

Date: Tuesday, April 9, 2019 at 1:53 PM

To: "Wommack, Melissa" < mwommack@austin.utexas.edu>

Subject: Administrative Disposition Extension

Hi Melissa,

I wanted to see if there was any way we can get a six day extension on our decision regarding the Disposition. There are a lot of different moving parts in the air right now, and I want to make sure that we make the right decision when the time comes.

Please let me know if this is possible.



Subject: Re: Texas Cowboys Event Tonight

Date: Tuesday, April 9, 2019 at 8:13:52 PM Central Daylight Time

From: Wommack, Melissa

To: Jay Maguire, Reagins-Lilly, Soncia, Garrard, Douglas C

CC: Russell, Marilyn L, Mason, Jennifer L

Thank you for sharing this, Jay. The information shared by the student was correct.

Sincerely, Melissa

MELISSA JONES-WOMMACK, M.A., Assistant Director for Student Organization Conduct

The University of Texas at Austin | Student Conduct and Academic Integrity in the Office of the Dean of Students | 512-4712841 | deanofstudents.utexas.edu

From: Jay Maguire

Date: Tuesday, April 9, 2019 at 7:25 PM

To: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>, "Garrard, Douglas C" <garrardd@austin.utexas.edu>, "Wommack, Melissa" <mwommack@austin.utexas.edu>

Cc: "Russell, Marilyn L" <marilynr@austin.utexas.edu>, "Mason, Jennifer L"

<Jennifer.Mason@austin.utexas.edu>
Subject: Texas Cowboys Event Tonight

All,

I just received a call from a stakeholder informing me that the Texas Cowboys are hosting an event tonight with Colt McCoy as part of their continuing 'Lectureship" series despite their suspension. The rationale given was the event was long-planned, and they do not need to comply with the suspension yet since they have not signed their sanction letter nor exhausted their appeal. Reporting this to you for whatever the information is worth; although I have no way of verifying the information, it came from a New Man directly to my stakeholder and is simply too important not to pass on to you.

Jay

Subject: FW: Texas Cowboys Update

Date: Friday, April 12, 2019 at 2:02:44 PM Central Daylight Time

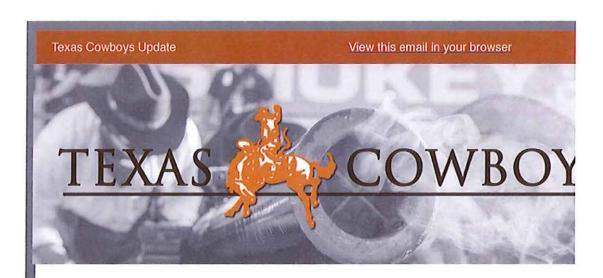
From: Shawn Cumberland

To: Reagins-Lilly, Soncia, Carlos E Martinez

The Cowboys continue to disappoint and to show their disregard for the truth and for the instructions by the University.

Their propaganda continues to imply that the actions of 2018 were a one-off, when we know it was an annual tradition and behavior.

Does this Reunion comply with the cease and desist instruction?



Texas Cowboys Alumni,

I apologize for the late notice as most of you have already been hearing from media outle about the recommended six-year suspension and other sanctions placed on the Texas Cowboys Student Organization. Without having any time to give notice to our members, the redacted report was released immediately after a meeting with the Foreman on Wednesday.

We wanted to make you aware that the student organization will make a decision very so on how they will proceed with the recommendations of The University report.

The Texas Cowboys Alumni Board is extremely disappointed that some members of the student organization were involved in hazing activities. We know that this does not align with the ideals of our beloved organization. It is important to note that all investigations do

point out that hazing did not cause the death of Nicky Cumberland. It was a tragic accider But, that in no way excuses any of the inappropriate activity and we in no way condone the actions that took place that night. Any form of hazing is simply unacceptable.

Athletics has removed Smokey from the rest of the baseball season and the spring game and as the Texas Cowboys Alumni Association owns the cannon we hopefully will have conversations with The University as to whom will manage Smokey during any type of suspension.

For now the students have decided to cancel the Golf Tournament, but we will still have o Reunion on Friday, April 12 from 5:30-8:00pm at the home of Matt and Suzanne Mackowi at 6009 Bon Terra Drive, Austin, TX 78731. Please RSVP:

By that time a decision will be made by the student organization and if you would like to discuss any matters or the future of the organization please join us.

Give the Best,

Eddie Lopez

EddieLopez@utexas.edu



Subject: Situation

Date: Tuesday, April 16, 2019 at 2:10:25 PM Central Daylight Time

From: Kristy Parks

To: Reagins-Lilly, Soncia

Attachments: image001.png, pdf

Hi Dean Lilly,

I just became aware that one of my needs to come in and talk to me immediately. I was also hoping to talk to someone from your office and learn more about what has/is happening. We have our sign an

authorization that allows DoS to talk to us. Attached is the signed form. I'm not sure if this situation applies. I wanted to reach out and see if possible to talk to someone. I want to gather as much information from DoS and the so that we are prepared to make a decision on his standing in our program.

Thank you!

Kristy Parks

Director of Scholarships

o (512) 840-5634

TEXAS (11) EXES

The Alumni Association of The University of Texas TexasExes.org | @TexasExes

Subject: Re: Free to meet

Date: Tuesday, April 23, 2019 at 1:54:34 PM Central Daylight Time

From: Edward R Lopez

To: Reagins-Lilly, Soncia

CC: Wooten, Victoria E

Yes of course! Definitely comfortable with that!!! :)

Thanks,

EL

Sent from my iPhone

Edward R. Lopez

President - Texas Cowboys Board of Directors Tejas Club Foundation Past President - Longhorn Alumni Band Ambassador for the University of Texas Club Life Member - Texas Exes Mobile: (956) 458-6162

On Apr 23, 2019, at 1:15 PM, Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu > wrote:

Hello Eddie,

Your questions should be directed via . Are you comfortable with this approach? The students typically want to remain front and center.

Best Regards, Soncia

SONCIA REAGINS-LILLY
Vice President for Student Affairs |
Dean of Students |
studentaffairs.utexas.edu

On Apr 23, 2019, at 8:33 AM, Edward R Lopez <eddielopez@utexas.edu> wrote:

No worries. If I have questions about the process and next steps whom should I address?

EL

Sent from my iPhone

Edward R. Lopez

[&]quot;May the Eyes of Texas Always be Upon You"

President - Texas Cowboys Board of Directors Tejas Club Foundation Past President - Longhorn Alumni Band Ambassador for the University of Texas Club Life Member - Texas Exes Mobile: (956) 458-6162

"May the Eyes of Texas Always be Upon You"

On Apr 23, 2019, at 6:19 AM, Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu> wrote:

Eddie,

I apologize that I am unable to offer you advice.

On Apr 23, 2019, at 1:06 AM, Edward R Lopez <<u>eddielopez@utexas.edu</u>> wrote:

Sorry just landed and got info. I am available at 10, but sounds like we are not able to meet after all.

Let me know if anything changes.

Thanks,

EL

Sent from my iPhone

Edward R. Lopez

President - Texas Cowboys Board of Directors Tejas Club Foundation Past President - Longhorn Alumni Band Ambassador for the University of Texas Club Life Member - Texas Exes Mobile: (956) 458-6162

"May the Eyes of Texas Always be Upon You"

On Apr 22, 2019, at 2:44 PM, Wooten, Victoria E <<u>vicki.wooten@austin.utexas.edu</u>> wrote:

I also have the 10am time slot open as well.

VICKI WOOTEN, M.Ed. | Assistant to the Vice President for Student Affairs and Dean of Students The University of Texas at Austin | Office of the

The University of Texas at Austin | Office of the Vice President for Student Affairs | 512-232-5225 | studentaffairs.utexas.edu | deanofstudents utexas.edu |

From: Victoria Wooten

<vicki.wooten@austin.utexas.edu>

Date: Monday, April 22, 2019 at 1:58 PM

To: "eddielopez@utexas.edu" <eddielopez@utexas.edu> Cc: Soncia Reagins-Lilly

<Soncia.R.Lilly@austin.utexas.edu>

Subject: Re: Free to meet

Hi Eddie,

Are you available Tuesday, April 23 @ 9am?

Best, Vicki

> VICKI WOOTEN, M.Ed. | Assistant to the Vice President for Student Affairs and Dean of Students

The University of Texas at Austin | Office of the Vice President for Student Affairs | 512-232-5225 | studentaffairs.utexas.edu | deanofstudents_utexas.edu |

From: Edward R Lopez <eddielopez@utexas.edu>

Date: Monday, April 22, 2019 at 1:15 PM

To: Soncia Reagins-Lilly

<Soncia.R.Lilly@austin.utexas.edu>

Cc: Victoria Wooten

<vicki.wooten@austin.utexas.edu>

Subject: Re: Free to meet

Just looking for some advice.

EL

Sent from my iPhone

Edward R. Lopez

President - Texas Cowboys Board of Directors Tejas Club Foundation Past President - Longhorn Alumni Band Ambassador for the University of Texas Club Life Member - Texas Exes Mobile: (956) 458-6162

On Apr 22, 2019, at 12:24 PM, Reagins-Lilly,

[&]quot;May the Eyes of Texas Always be Upon You"

Soncia < Soncia.R.Lilly@austin.utexas.edu> wrote:

Enjoy your travels. We will do our best to accommodate your schedule. If this is related to the pending discipline matter, I'll have the appropriate staff participate in the discussion.

Best Regards, Soncia

SONCIA REAGINS-LILLY Vice President for Student Affairs | Dean of Students | studentaffairs.utexas.edu

On Apr 22, 2019, at 10:56 AM, Edward R Lopez <<u>eddielopez@utexas.edu</u>> wrote:

In New York right now with a group and get back tonight. A call would be great tomorrow and we can see where we go from there. Would also love to schedule a meeting next week if that works for you.

Hope you are doing great!!

EL

Sent from my iPhone

Edward R.

Lopez

President - Texas Cowboys Board of Directors Tejas Club Foundation Past President -Longhorn Alumni Band Ambassador for the University of Texas Club Life Member - Texas Exes Mobile: (956) 458-6162

"May the Eyes of Texas Always be Upon You"

On Apr 22, 2019, at 11:08 AM, Reagins-Lilly, Soncia <<u>Soncia.R.Lilly@a</u> ustin.utexas.edu

> wrote:

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e

hop ing for tom orro w. I kno w you und erst and.

l am loo ping in Vict oria to assi st.

Best Reg ards , Son cia

SON CIA REA GIN S-LILL Υ Vice Pres iden t for Stu den t Affa irs |

Dea n of Stu den ts | stud ent affai rs.u texa s.ed u

On Apr 21, 201 9, at 11:0 0 PM, Edw ard R Lop ez <ed diel <u>ope</u> <u>z@</u> utex as.e du> wro te:

H e y t h e r e !

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Subject: RE: Texas Cowboys meeting with Shawn Cumberland

Date: Tuesday, April 30, 2019 at 10:38:59 AM Central Daylight Time

From: Bulow, Brooke

To: Buenrostro, Bitia, Kennedy, Sara J

CC: Reagins-Lilly, Soncia

Sounds good.

From: Buenrostro, Bitia

bitia@austin.utexas.edu>

Sent: Tuesday, April 30, 2019 10:22 AM

To: Kennedy, Sara J <kennedy@austin.utexas.edu>; Bulow, Brooke <bbulow@austin.utexas.edu>

Cc: Reagins-Lilly, Soncia <Soncia.R.Lilly@austin.utexas.edu>
Subject: RE: Texas Cowboys meeting with Shawn Cumberland

How about 11a?

BITIA BUENROSTRO | Administrative Associate

The University of Texas at Austin | Office of the Vice President for Student Affairs | 512-232-7010 | studentaffairs.utexas.edu | deanofstudents.utexas.edu

From: Kennedy, Sara J < kennedy@austin.utexas.edu>

Sent: Tuesday, April 30, 2019 9:04 AM

To: Bulow, Brooke < bbulow@austin.utexas.edu>

Cc: Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu >; Buenrostro, Bitia < bitia@austin.utexas.edu >

Subject: Re: Texas Cowboys meeting with Shawn Cumberland

Of course, when would you like to meet?

Sara Kennedy Director of Strategic and Executive Communications Office of the Dean of Students 512-232-2846

Sent from my iPhone

On Apr 30, 2019, at 8:50 AM, Bulow, Brooke < bulow@austin.utexas.edu > wrote:

You bet.

From: Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu>

Sent: Tuesday, April 30, 2019 7:57 AM

To: Kennedy, Sara J <kennedy@austin.utexas.edu; Bulow, Brooke <bbulow@austin.utexas.edu;

Cc: Buenrostro, Bitia < bitia@austin.utexas.edu >

Subject: Fwd: Texas Cowboys meeting with Shawn Cumberland

Are you free this morning to meet with me in order to draft a response to the message below? I also received a similar one from Mr. Cumberland.

Best Regards, Soncia SONCIA REAGINS-LILLY Vice President for Student Affairs | Dean of Students | studentaffairs.utexas.edu

Begin forwarded message:

From: "Davis, Jim E" < <u>Jim.Davis@austin.utexas.edu</u>>

Date: April 29, 2019 at 6:51:21 AM CDT

To: "Reagins-Lilly, Soncia" < Soncia.R.Lilly@austin.utexas.edu> Subject: Re: Texas Cowboys meeting with Shawn Cumberland

Thanks.

Jim

On Apr 28, 2019, at 10:54 PM, Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu > wrote:

FYI

Best Regards, Soncia

SONCIA REAGINS-LILLY Vice President for Student Affairs | Dean of Students | studentaffairs.utexas.edu

Begin forwarded message:

From: Ruth Harten

Date: April 28, 2019 at 7:16:22 PM CDT To: Soncia.R.Lilly@austin.utexas.edu

Subject: re: Texas Cowboys meeting with Shawn

Cumberland

I'm enclosing a statement regarding the Texas Cowboys and my opinion about their reinstatement that you'll be discussing this Monday, April 29th (the 24th anniversary of my son, Gabe Higgins' death), with President Fenves, Vice President Martinez, and Shawn Cumberland, the father of Nicky Cumberland, who died last fall. Respectfully, Ruth Harten

<Letter to UT President, April 2019.doc>

Subject:

Re: SRL2 Version

Date:

Monday, May 6, 2019 at 9:16:29 AM Central Daylight Time

From:

Fils-Aime, Andel P

To:

Reagins-Lilly, Soncia, Longoria, Carol A, Kennedy, Sara J

Attachments: DSR SRL2 Texas Cowboys requirements (DRAFT).docx

Hello Everyone,

I made one slight change to the document. The only changes that I made were changing those sections that referred to their status as "suspension" to "cancellation" in order to maintain consistency with the language and definition in our Institutional Rules. Thanks and have a great day.

Andel

ANDEL FILS-AIME, Ed.D, Director of Student Conduct and Academic Integrity The University of Texas at Austin | Office of the Dean of Students | 512-471-2841 | deanofstudents.utexas.edu

From: "Reagins-Lilly, Soncia" <Soncia.R.Lilly@austin.utexas.edu>

Date: Sunday, May 5, 2019 at 10:53 PM

To: "Fils-Aime, Andel P" <Andel.Fils-Aime@austin.utexas.edu>, "Longoria, Carol A"

<caroll@utexas.edu>, "Kennedy, Sara J" <kennedy@austin.utexas.edu>

Subject: SRL2 Version

All,

I've aligned terms by those necessary to consider DSR and then those expected during DSR. The dates have been modified accordingly.

Subject: Fwd: Suspension Appeal

Date: Monday, May 6, 2019 at 9:49:33 PM Central Daylight Time

From: Shawn Cumberland

To: President Gregory L. Fenves, Reagins-Lilly, Soncia, Carlos E Martinez, Alexandra Cumberland

Sent from my iPhone

Begin forwarded message:

From: Chris Jordan

Date: May 6, 2019 at 8:28:41 AM CDT

To: EddieLopez@utexas.edu Subject: Suspension Appeal

Eddie,

Hope you are well. It has recently come to my attention that the Texas Cowboys Alumni Association is planning to appeal the suspension of the organization, or otherwise participate in backroom negotiations with the University for a reduced sanction. As an alumni of the organization and your personal friend, I urge you not to do this.

The Texas Cowboys has made many mistakes in its past - hazing, minstrel shows in blackface, non-inclusive selection criteria, etc. Any hundred-year-old organization can be expected to evolve past these things. The deaths of Gabe Higgins and Nicky Cumberland move beyond a simple mistake. What they represent is a pattern of truly reprehensible behavior, which we have discussed many times over several years. Gabe's death was a call to action that was ignored after 2000. You and the Board of Directors have a chance not to make the same misstep again.

The Texas Cowboys have an opportunity here. We can continue what this organization has always been about by showing leadership and action in the face of tragedy and destruction. You can lead Cowboys and the rest of the University, including the Greek organizations and the Silver Spurs (no secret that they are plagued by the same issues), into more enlightened and safe organizations fit for the University of Texas. The most storied organization at our University can be on the front-line of stopping the destructive behavior that has poisoned these groups and taken away lives so carelessly and prematurely. This type of leadership has been the core of our mission since 1922.

You are a leader and a strong advocate for good. So was Nicky. That's why you were both members of the Texas Cowboys, because that is what the Texas Cowboys stand for. Please reconsider this approach. If it is not you pushing this, which I can imagine may be the case, please direct me to those persons. I will reiterate what I have said here and what I will continue to say until the Cumberland family gets the respect they deserve.

I know you wish this never happened and so do I. But we must think of those even closer to Nicky - his family, his friends, and the thousands of people mourning him and testifying to his incredible spirit. I am writing this to you because you are my friend and I have faith in you to put the pain of these people ahead of a suspension. I know that all of us have a chance to come out stronger and better from all of this, and you can be the leader to see it through. I hope and pray that the right decision is made.

Yours in Tejas, Christopher Jordan

Christopher A. Jordan 832-232-1153 | This message is from an external sender. Learn more about why this matters.

Subject: FW: Confidential

Date: Tuesday, May 7, 2019 at 7:54:10 AM Central Daylight Time

From: Shawn Cumberland

To: Reagins-Lilly, Soncia, Fils-Aime, Andel P, Carlos E Martinez

CC: Alexandra Cumberland

We hope Mr. Wickman's assessment is correct.

From: cwickman

Sent: Monday, May 6, 2019 10:02 AM

To: Chris Jordan

Cc: Shawn Cumberland [list deleted]

Subject: Re: Confidential

Shawn,

As usual you have shown your excellent ability as a persuasive and effective advocate (the opposing side is far outclassed). I believe the University will do the right thing and see this your way. I am also troubled by the appeal -- but that's all it is. I believe the process will play out and the sanction will be upheld.

Regards,

Charles

On Mon, May 6, 2019 at 8:47 AM Chris Jordan wrote:

Thanks Shawn for the update. This is troubling news and I am sorry your family has to continue to deal with the unreasonableness and callousness of this alumni board. I have voiced my disgust with them directly.

Additionally, I have a suggestion regarding the open questions of the cannon, tradition, etc. The Orange Jackets are a women's group that have an equally storied history as the Cowboys without the same violent and destructive history and with a much more inclusive culture. I have no doubt they would be more suitable as ambassadors of our University. More info here: https://www.ojackets.org/ Perhaps the administration will consider this as a solution to this very secondary problem.

For those I have not met, I graduated from the University and the Texas Cowboys in 2016.

Best,

Christopher Jordan

This message is from an external sender. Learn more about why this matters.

Subject: Texas Cowboys

Date: Thursday, May 9, 2019 at 5:19:06 PM Central Daylight Time

From: Sean D. Johnson

To: President Gregory L. Fenves, Davis, Jim E, Reagins-Lilly, Soncia

Dear All,

The Texas Cowboys should be completely removed from campus and should no longer be affiliated with the University. Their actions caused the death of not one but two young men whose parents entrusted our institution to educate them in a safe environment. I don't care about the Cowboys' history or their influential alumni, they should've been banned after the first death. The fact that another occurred just shows they didn't learn their lesson the first time. Don't make the same mistake that previous administrations did and give the Cowboys another chance. I'm sure it was difficult looking Nicholas Cumberland's parents in the eye and explaining why this organization had another chance to be involved in another son's death. Now imagine how much harder that will be to explain to a third set of parents if it happens again. Don't put the University or future administrations in that position. Thank you for your time and consideration.

Respectfully,

Sean D. Johnson BA '01 - Government Subject: RE: Outreach from Nicky's Friend

Date: Thursday, May 30, 2019 at 9:26:10 PM Central Daylight Time

From: Shawn Cumberland

To: Wommack, Melissa, Fils-Aime, Andel P, Reagins-Lilly, Soncia, Alexandra Cumberland

CC: Goodwin, Katharine J

Thank you Melissa.

I will talk with anyone and will always remain open for discussion. So by all means, please put in touch with me. While I disagree with his interpretation of what would best serve Nicky's legacy, I will respectfully listen to his views. Knowing Nicky, I would truly expect him to be repulsed by the disappointing way the Cowboy elders have handled each step along this process (including at the present moment).

I would ask that the Administration do likewise and listen to the opinions of a number of Cowboy Alums who strongly disagree with, and are ashamed by, the continued actions of the Cowboy Alumni Leadership. I'm afraid that the Administration's perspective is only concentrated on those who are directly lobbying; however, they do not reflect a consensus view.

I would like to set up calls or meetings with the following Cowboy Alumni:

- 1. Chris Jordan: He has had correspondence and discussions with Eddie Lopez, the President of Cowboy Alumni Association. Like Eddie, he was a former member of Tejas as well as a Cowboy. He told me that he and Eddie had many discussions about hazing going on within the Cowboy organization. These discussions pre-date Nicky's fatal initiation day. Tejas members were well aware of hazing within the organization, even though they didn't participate in such behavior. I didn't know Chris, but he reached out to me because he was disturbed by the actions Cowboy's alumni officials throughout the entire process. If true, the things Chris has described about his recent conversation with Eddie are very troubling regarding the political/higher-up pressure that is being applied in this instance. He also relayed a disturbing story he was told about police officers that attended part of the event (I'll leave it to him to share this). [I shared with you his personal story about former President Powers ie, that the President referred to the old Cowboys who were branded as "real Cowboys".] He told me he knows of other current and former Cowboys who share his views. My understanding from a few sources is that the student Cowboys are not in full support of the actions of the Alumni.
- 2. Jeff Hunter: His view is that the Cowboys should be permanently banned. He relayed stories about his personal strong beatings. However, he said it was also widely known across the organization about colleagues who brutally beaten. He said he saw other young men who were paddled so hard that the blood and fluid in their backsides caused their scrotums to swell like melons. [Sorry to be so graphic, but that's what I was told.] He told me that the tradition of of having individual groups hazing their own folks is very old. He said that he also knows other former Cowboys who disagree with the current actions of the Alumni Leadership.
- 3. Charles Wickman: I understand that he has already sent the Administration a letter. Charles reached out to me because he was also ashamed of the deceitful way the Alumni leaders have behaved. He sent his letter to the Administration without ever talking with me or telling me he was going to do that. You should take him up on his offer to hear his views.

These are just a few selfless people of high integrity, character and back bone. They are not afraid of the

power that the Cowboy Alumni assert. If there's anyone I would expect Nicky to emulate if it had been someone else who had died, it would be Chris. He and these other fine gentlemen deserve to be heard. They represent among the best the University has to offer.

Thank you for hooking me up with Let me know how to get in contact with him.

With sincere love always, Shawn

From: Wommack, Melissa <mwommack@austin.utexas.edu>
Sent: Wednesday, May 29, 2019 11:10 AM
To: Shawn Cumberland
Cc: Goodwin, Katharine J <Katharine.Goodwin@austin.utexas.edu>
Subject: Outreach from Nicky's Friend

Hi Shawn,

Thank you again for taking the time to speak with me and Katie last week – we are always so humbled by the care and kindness that you've shown us.

We just met with student after his outreach to the President's office, who was a friend of Nicky's and in his Newman class. expressed a strong desire to ensure that Nicky's legacy continues at UT, and is hoping to speak with you about how to make that happen. believes that continuing Nicky's legacy will not be possible without the platform that Cowboys provides. He also shared that he was afraid to reach out to you (and the university for that matter) because of how fragile he feels the situation is.

Prior to providing an exchange of contact information between the two of you, I wanted to share these initial thoughts that provided to us. Please let me know if you would like me to connect the two of you for a conversation.

Sincerely, Melissa

MELISSA JONES-WOMMACK, M.A., Assistant Director for Student Organization Conduct

The University of Texas at Austin | Student Conduct and Academic Integrity in the Office of the Dean of Students | 512-4712841 | deanofstudents.utexas.edu

This message is from an external sender. Learn more about why this matters.

Subject:

Response to Administrative Disposition

Date:

Friday, June 7, 2019 at 12:08:24 PM Central Daylight Time

From:

To:

Reagins-Lilly, Soncia

CC:

eddielopez@utexas.edu, Davis, Jim E

Attachments: Texas Cowboys Administrative Disposition.pdf

Vice President Lilly,

Please find attached the signed Administrative Disposition issued on Wednesday March 27, 2019 indicating the Texas Cowboys' decision to waive its right to appeal.

Thank you and Hook 'em Horns.

Sincerely,

This message is from an external sender. Learn more about why this matters.

submitted to a representative of the Office of the Dean of Students before the organization can apply for reinstatement. This presentation requirement is to be permanent in nature and is to be completed during every recruitment cycle.

- 13. All incoming new member classes will be required to read the book, "The Cowboy's Secret", about Gabe Higgins, the UT Austin student, who died at his Cowboys new member retreat in 1995. Following the completion of the book, each new member must write a two-page reflection paper outlining key points from the book that resonated with them. The organization's advisor must approve these reflection papers and provide copies to a representative of the Office of the Dean of Students in order to fulfill this sanction. This requirement is to be permanent in nature.
- 14. All incoming new member classes will be required to complete an alcohol education program organized through the Office of Health Promotion. All new members must be in attendance for the program and the organization will be required to submit a sign-in sheet to the Office of the Dean of Students detailing which members were in attendance. Additionally, one member in attendance at each session will submit a one-page reflection paper to the Office of the Dean of Students noting key points covered during the program. This program must be scheduled or fulfilled in order to apply for reinstatement. This requirement is to be permanent in nature.

With regard to the pending disciplinary case, I hereby certify that my organization understands the violation for which we are responsible. There are three ways to resolve this matter as described below:

Option 1: The authorized representative(s), on behalf of their organization, acknowledges the disciplinary decision of the Office of the Dean of Students, waives its right to an appeal or hearing, and accepts the finding and sanction(s) as described above.

Option 2: The authorized representative(s), on behalf of their organization, choose to appeal the disciplinary decision assessed by the Office of the Dean of Students. This appeal must be made in writing to the Vice President for Student Affairs, who will then delegate review of the appeal to a designated Appellate Officer, within fourteen (14) days from the date on which authorized representatives were notified of the disciplinary decision, pursuant to Section 6-516 of the Institutional Rules (2018-2019). The deadline to submit* the appeal is

Option 3: The authorized representative(s), on behalf of their organization, choose to request a formal hearing before a University hearing officer to contest the disciplinary decision assessed by the Office of the Dean of Students. This request must be made in writing to the Office of the Dean of Students within fourteen (14) days from the date on which authorized representatives were notified of the disciplinary decision, pursuant to Section 6-508 of the Institutional Rules (2018-2019). The deadline to submit* this request is

I understand that this organization will appear on the Hazing Memorandum issued by the Office of the Dean of Students for the duration of the disciplinary term and remain on the memorandum

^{*}I will copy studentconduct@austin.utexas.edu when I submit my appeal/hearing request.

for three (3) years following the completion of the disciplinary term, in accordance with requirements of the Texas Education Code, Section 51.936(c).

I understand that this document and related case materials will be kept in a confidential file in the Office of the Dean of Students for at least seven (7) years per the university's record retention policy.

I understand that further violations, including the failure to complete the terms of assessed sanctions, may result in additional sanctions from the Office of the Dean of Students.

Authorized Representative Name (please print):	
Representative Signature:	Date:
Staff Signature:	Date:

Subject:

RE: Conference Resolution Request

Date:

Friday, June 7, 2019 at 2:30:04 PM Central Daylight Time

From:

Davis, Jim E

To:

CC:

eddielopez@utexas.edu, Reagins-Lilly, Soncia

Attachments: Response to Conference Resolution Request.pdf

Dear and Eddie,

Please see the attached letter.

Thanks,

Jim

James E. Davis Vice President for Legal Affairs The University of Texas at Austin Flawn Academic Center, Suite 438

Austin, Texas 78712 Phone: 512.471.1241 Fax: 512.471.1255

E-mail: jim.davis@austin.utexas.edu

From: Davis, Jim E

Sent: Thursday, May 9, 2019 2:16 PM

To

Cc: eddielopez@utexas.edu; Reagins-Lilly, Soncia <Soncia.R.Lilly@austin.utexas.edu>

Subject: RE: Conference Resolution Request

Dear

In light of our ongoing discussions, and recognizing that you and your classmates are preparing for finals while the university is preparing for commencement, the deadline for the Cowboys to respond to the March 27, 2019 Administrative Disposition is now extended to June 7, 2019.

Jim

James E. Davis
Vice President for Legal Affairs
The University of Texas at Austin
Flawn Academic Center, Suite 438

Austin, Texas 78712 Phone: 512.471.1241 Fax: 512.471.1255

E-mail: jim.davis@austin.utexas.edu

From: Reagins-Lilly, Soncia < Soncia.R.Lilly@austin.utexas.edu>

Sent: Wednesday, April 24, 2019 4:40 PM

To:

Cc: eddielopez@utexas.edu; Davis, Jim E < Jim.Davis@austin.utexas.edu>

Subject: Re: Conference Resolution Request

Dear

I received your April 24, 2019 letter sent to Vice President for Legal Affairs Jim Davis and myself on behalf of the Texas Cowboys. The university issued its disciplinary decision based on a detailed investigation of the facts and imposed sanctions based on the remedies in our policies. We understand from your letter that you have requested a 30-day extension to work with the university on transformative remedies that are outside of what we have outlined in your administrative disposition.

I remain open to exploring all possible ways to end hazing at The University of Texas at Austin. To accomplish that, the university and its student organizations must be willing to further develop and implement meaningful change. The Texas Cowboys in particular should model this change given your history. I am willing to consider a conference resolution if it can move us towards disrupting the culture of hazing within the Texas Cowboys and the university at large.

For those reasons, I will extend the deadline for the Texas Cowboys to respond to the March 27, 2019 Administrative Disposition by 15 days to May 9, 2019. I am directing you to work with Mr. Davis during that period of time to discuss specific and measurable elements of your proposal. On or before May 9, 2019, Mr. Davis will determine whether there is a basis to extend the deadline to May 23, 2019.

During this extended time, all previously imposed cease and desist instructions remain in effect.

SONCIA REAGINS-LILLY | Vice President for Student Affairs | Dean of Students | Faculty, College of Education | @sonciarlilly | The University of Texas at Austin | 512-471-1133 | Assistant: Victoria Wooten, M.Ed., vicki.wooten@austin.utexas.edu |

From

Date: Wednesday, April 24, 2019 at 10:16 AM

To: Soncia Reagins-Lilly < Soncia.R.Lilly@austin.utexas.edu >, Jim Davis < Jim.Davis@austin.utexas.edu >

Cc: "eddielopez@utexas.edu" <eddielopez@utexas.edu>

Subject: Conference Resolution Request



OFFICE OF THE VICE PRESIDENT FOR LEGAL AFFAIRS THE UNIVERSITY OF TEXAS AT AUSTIN

PO Box R · G4800 · Austin, Texas 78713-8918 · (512) 471-1241 · FAX (512) 471-1255 https://legal.utexas.edu/ · vpla@austin.utexas.edu

June 7, 2019

Dear

I am writing on behalf of The University of Texas at Austin in response to the Texas Cowboys student organization's request for a conference resolution of the March 27, 2019 administrative disposition. Thank you for your effort and energy in exploring remedies that are outside of what the university outlined in the administrative disposition. We appreciate the thoughtful, respectful, and serious approach you and your colleagues brought to this process. Nevertheless, after consultation with the Vice President for Student Affairs and Dean of Students, the university denies the request for a conference resolution.

The university is committed to ending hazing. For this reason, we are willing to continue working with you and the Texas Cowboy alumni on identifying ways to disrupt hazing in our campus community. Additionally, the President of The University of Texas at Austin agrees to hold a meeting in January and August of each year, beginning in 2022, to evaluate whether the Texas Cowboys student organization may be reinstated at a point in time prior to the completion of the sanctioned suspension. The President will consider the Texas Cowboys alumni efforts to help the university eliminate hazing, the proposed future benefits to the university's efforts to eliminate hazing arising from a newly constituted Texas Cowboys student organization, and the merits of proposed reforms to the Texas Cowboys student organization and alumni association.

Sincerely.

James E. Davis Vice President for Legal Affairs

JED/dac

c:

Edward R. Lopez, President, Texas Cowboys Alumni Association

From: "Keshav Rajagopalan"

To: "Coles, Dene" < Dene. Coles @ austin.utexas.edu>

Date: 4/26/2019 5:04:11 PM

Subject: Re: Meeting with Jim Davis on Monday

Hi Dene,

Thanks so much for the help! When the attendees have gathered, they can call my cell then.

Have a great weekend!

-Keshav

On Fri, Apr 26, 2019 at 5:18 PM Coles, Dene < <u>Dene.Coles@austin.utexas.edu</u>> wrote:

Good afternoon Mr. Rajagopalan,

The meeting on Monday at 3:30 will be held in our conference room. Would you like that number to dial in or may we call you at (832) 724-8207?

Thank you,

Dené Coles **

Executive Assistant to the vice president

The University of Texas at Austin | Office of the Vice President of Legal Affairs

FAC 438 G4800

512.471.5948 phone | 512.471.1255 FAX

Keshav Rajagopalan

832.724.8207

From: "Keshav Rajagopalan"

To: "Coles, Dene" < Dene. Coles@austin.utexas.edu>

Date: 5/15/2019 6:44:21 AM

Subject: Re: Meeting with Jim Davis on Monday

Hi Dene,

Hope you're well!

We were looking to schedule a follow up discussion with Jim after the 2 we had at the end of April / early May.

I know Jim is out of the office for a bit coming up, but he mentioned that he's back after Memorial Day. Is that right?

I was hoping to come to Austin for this meeting, and looking at my schedule, June 3 works (that way, I could fly in Sunday night and able to meet anytime on Monday).

Any chance Jim is free then and able to carve out a few hours (defer to him on how long we should set aside)?

Thanks, Keshav

On Mon, Apr 29, 2019 at 9:14 AM Coles, Dene < Dene.Coles@austin.utexas.edu > wrote:

Keshav,

Great, thank you.

Dené



From: Keshav Rajagopalan

Sent: Friday, April 26, 2019 5:04 PM

To: Coles, Dene < <u>Dene.Coles@austin.utexas.edu</u>> Subject: Re: Meeting with Jim Davis on Monday

Hi Dene,

Thanks so much for the help! When the attendees have gathered, they can call my cell then.

Have a great weekend!

-Keshav

On Fri, Apr 26, 2019 at 5:18 PM Coles, Dene < <u>Dene.Coles@austin.utexas.edu</u>> wrote:

Good afternoon Mr. Rajagopalan,

The meeting on Monday at 3:30 will be held in our conference room. Would you like that number to dial in or may we call you at (832) 724-8207?

Thank you,

Dené Coles **

Executive Assistant to the vice president

The University of Texas at Austin | Office of the Vice President of Legal Affairs

FAC 438 G4800

512.471.5948 phone | 512.471.1255 FAX

--

Keshav Rajagopalan

832.724.8207

Keshav Rajagopalan

832.724.8207

This message is from an external sender. Learn more about why this matters.

From: "Keshav Rajagopalan"

To: "Coles, Dene" < Dene. Coles@austin.utexas.edu>

Date: 5/15/2019 10:20:21 AM

Subject: Re: Meeting with Jim Davis on Monday

Terrific! Thanks, Dene. Will let the others know - probably 2-3 more joining in person.

Appreciate the help, and appreciate Jim's flexibility on the scheduling.

On Wed, May 15, 2019 at 11:18 AM Coles, Dene <u>Oene.Coles@austin.utexas.edu</u>> wrote: Good morning Keshav,

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We are on the 4th floor of FAC and the meeting will be held in the Hoblitzelle conference room.

Please let me know if you need any additional information.

Thank you.

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From: Keshav Rajagopalan

Sent: Wednesday, May 15, 2019 6:44 AM

To: Coles, Dene < <u>Dene.Coles@austin.utexas.edu</u>> Subject: Re: Meeting with Jim Davis on Monday

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From: "Keshav Rajagopalan" <r

To: "Coles, Dene" < Dene. Coles @ austin.utexas.edu>

CC:

Date: 5/30/2019 6:37:41 PM

Subject: Re: Meeting with Jim Davis on Monday

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Hope you're well!

Just confirming Monday morning with Jim at 9 am?

Thanks, Keshav

On Wed, May 15, 2019 at 11:22 AM Coles, Dene <<u>Dene.Coles@austin.utexas.edu</u>> wrote:

You are welcome.

Dené



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From: "Keshav Rajagopalan"

To: "Coles, Dene" < Dene. Coles @ austin.utexas.edu>

Date: 5/31/2019 8:07:13 AM

Subject: Re: Meeting with Jim Davis on Monday

Thank you! Look forward to meeting you then.

On Fri, May 31, 2019 at 9:05 AM Coles, Dene Dene.Coles@austin.utexas.edu> wrote:

Good morning Keshav,

Yes, you are confirmed for Monday at 9am with Jim.

Thank you!

Dené



From: Keshav Rajagopalan

Sent: Thursday, May 30, 2019 6:38 PM

To: Coles, Dene < Dene.Coles@austin.utexas.edu>

Cc:

Subject: Re: Meeting with Jim Davis on Monday

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Texas Cowboys



Thu 2/14/2019 5:40 AM

Cc:Carlos E Martinez <Carlos.Martinez@austin.utexas.edu>; VP Student Affairs <vpsa@austin.utexas.edu>;

Categories: HOLD

Dear Mr. Fenvez, Mr. Martinez, and Dr. Soncia Regins-Lilly:

My name is I am writing regarding the recent events with the Texas Cowboys. First, I want to thank you for all you do for the University.

I am a graduate of the UT law school, and my son is a member of the Texas Cowboys.

I am sure you have heard from many, in the media, and otherwise, regarding the accident involving Nicki Cumberland and others. My son was a good friend of Nicki, and I followed closely the events of the tragic car accident, and what followed. With my son, I attended Nicki's funeral in Houston. I was moved by the 60-70 Cowboys there in attendance. It was heartbreaking for all. Mr. Cumberland bravely spoke of his son. I cannot imagine the pain for the Cumberland family, and I pray for them often.

I trust the University will do what is best, for the Cowboys, and for the future. At the same time, I hope that it will consider the future of the young men left to make sense of it all. There has been much grief, and a million ideas for improving things for the future.

The parents of current Cowboys, like me, have hopes for the future for our young men as well. We want them to heal, reflect, and move on to do great things.

We hope that you will consider the remaining young men in the Cowboys who now must move forward with their lives and careers.

These are some of the most talented and engaging young men on campus. They were chosen specifically because of their character. Every one of them will admirably represent the University as they graduate and move out across the State to follow their dreams. I hope they all will have the opportunity to reach their goals. If there is a culture change needed, I pray that it can be accomplished without adding to the grief already endured by so many. If there is a problem to be solved, put them to work on it! I think you and others will be pleasantly surprised at what they will achieve, if you give them the chance to improve the Cowboys, and the University.

Very truly yours,

UT School of Law: Class of Email:
Mobile:

Re: UT Austin: Holding Ourselves Accountable

Betty Knight Thu 3/28/2019 9:04 PM

Thank you, Greg for your letter, and I totally agree with the actions you have taken. I support the Cowboys, but NOT hazing, and I grieve for that family. I really can't imagine what the tennis coach was thinking! No, no, no!! Betty Knight

Sent from my iPhone

On Mar 28, 2019, at 3:38 PM, Gregory L. Fenves < president@utexas.edu > wrote:

View this email in a web page





Dear Longhorns,

In recent weeks, you probably have read or heard about several stories involving The University of Texas. I write to you today to provide some facts and update you about the university's response to these situations.

As you may know, our student Nicky Cumberland died in a car accident last year while returning to Austin after an off-campus retreat with the Texas Cowboys. His death was a tragedy felt throughout the university community. More than anything, it was an unimaginable loss for his parents, family and friends.

After allegations of hazing at the Cowboys retreat surfaced, the Office of the Dean of Students launched an investigation. This week, it released a report that found multiple violations of university rules and recommended a minimum six-year suspension for the Cowboys. The organization still has an opportunity to appeal, and the case will be judged on its facts.

Let me make clear — there is no place for hazing at The University of Texas. The mission of this university — to educate, learn, discover and serve — can only be accomplished in an environment where we respect one another. Where we look after our neighbors, peers and friends.

You probably also have heard about the federal investigation into admissions fraud at eight universities across the nation. This resulted in the charging of one UT employee — Men's Tennis Coach Michael Center. He is accused of accepting money to help admit a student who was not qualified as a student-athlete in 2015. Mr. Center has been fired. The university continues to work with federal prosecutors and law enforcement in their investigation.

Vice President for Legal Affairs Jim Davis is leading a review of the alleged 2015 fraud. Our goal is to find out what went wrong, if the problems extended beyond a single incident, where the university came up short and how we can enhance our rules and procedures to prevent anything like this from happening again. The integrity of every college, school and unit on the Forty Acres is absolutely vital to the continued success of the university.

As a result of the recent federal charges, the U.S. Department of Education is investigating the eight universities named in court documents (including UT), and the Southern Association of Colleges and Schools, our accrediting agency, has requested information. Further, Governor Greg Abbott is requiring all Texas higher education institutions to review their admissions policies and procedures. The university is working closely with all of these agencies. If you have further questions, please visit our FAQ page.

I know your commitment to UT is unparalleled and that you take news — good and bad — about our university very seriously. Our ability to serve the public hinges on the ethical actions of every single person associated with UT — students, faculty, staff, alumni and administrators. When our values are compromised, everyone feels it, and I want to assure you that we are taking strong action to address these recent episodes.

Sincerely,



Gregory L. Fenves
President





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Re: UT Austin: Holding Ourselves Accountable

Alexa L. Markoff

Thu 3/28/2019 9:05 PM

To: President Gregory L. Fenves president@utexas.edu>;

I thank those at the University for suspending the Cowboys and hope that if they appeal, they lose. I got physically ill when I read about some of the hazing that went on. Cowboys are ambassadors of UT and they did not fulfill their responsibilities so they need to be punished. I hope that the current Cowboys take this situation seriously and come up with a plan to better themselves. Thank you again.

Alexa L. Markoff Class of 1973

On Thu, Mar 28, 2019 at 2:53 PM Gregory L. Fenves < president@utexas.edu > wrote:

View this email in a web page





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Gregory L. Fenves President





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The University of Texas at Austin 110 Inner Campus Drive, Stop G3400 Austin, Texas 78712-3400 © 2019 The University of Texas at Austin

Re: UT Austin: Holding Ourselves Accountable

Mikewilen@gmail.com

Thu 3/28/2019 9:07 PM

What is being done to the Fraternities that were doing the hazing?
As I understand from a reliable source, each Cowboy pledge was hazed differently based on what his fraternity's upperclassmen chose.
Those fraternities should also be punished accordingly, not just the Texas Cowboys.

Regards, Mike Wilen 512-657-6096

On Mar 28, 2019, at 15:39, Gregory L. Fenves cpresident@utexas.edu> wrote:

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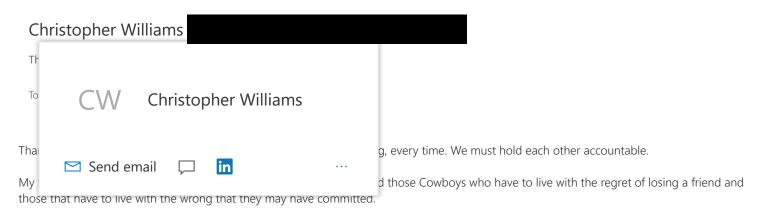




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The University of Texas at Austin 110 Inner Campus Drive, Stop G3400 Austin, Texas 78712-3400 © 2019 The University of Texas at Austin

Re: UT Austin: Holding Ourselves Accountable



It's in times like these that are hard and challenging, that we are tested and servants are molded into leaders. Thank you for your service and your leadership. Thank you for owning up to these mistakes that our community has made.

I look forward to honoring Bill Powers' life on April 12th on the Main Mall with you, and all those that can join in person, and with Longhorns everywhere.

Please let me know how I may help you.

All the best,

Christopher UT McCombs Class 2011

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CW Christopher Williams

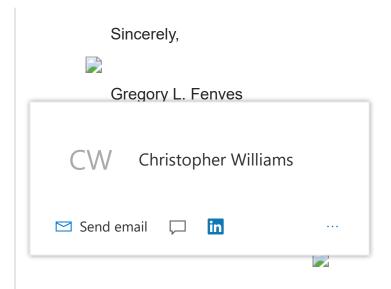
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Christopher Williams Cell: (601) 942-8875

Re: UT Austin: Holding Ourselves Accountable



Thu 3/28/2019 9:22 PM

A member or new pledge of the same fraternity died in a hazing accident while I was an undergraduate at UT Austin.

It is a shame to let this continue. They should no longer be able to operate on UT campus ever.

Yasin Ali Class of 1999

On Thu, Mar 28, 2019 at 4:37 PM Gregory L. Fenves cyresident@utexas.edu wrote:

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Sincerely,



Gregory L. Fenves President





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The University of Texas at Austin 110 Inner Campus Drive, Stop G3400 Austin, Texas 78712-3400 © 2019 The University of Texas at Austin

Yasin

Mark Chatfield Thu 3/28/2019 9:31 PM

President Fenves,

Sad to hear about the death of the student.

Appreciate you are working to ensure hazing is unacceptable.

I have confidence you and your administration will ensure that all students are accepted on an equal and unbiased basis to our public university.

Regards Mark

On Thursday, March 28, 2019, 03:40:12 PM CDT, Gregory L. Fenves resident@utexas.edu> wrote:

View this email in a web page





Dear Longhorns,

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Gregory L. Fenves President





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Efforts to avoid hazing are fruitless. Clubs, athletics, Greek organizations all continue to do what they have always done. They are more careful not to be caught, but they still do what they have always done. They are not capable of policing themselves. We are all outraged when presented with a horrible outcome, actions are taken after the fact, but the truth is no one seems to actually be paying attention. Traditions should not all be honored. Victims protect their abusers.

As I understand it one fraternity was banned from their National Charter and has chosen to exist anyway. They can and do so as UT does not exert any efforts to stop them. How is it that even if UT wanted to control them, they seemingly cannot.

A fraternity was actually closed because a member permanently damaged a pledge. Wonderful-ish. Were members of the fraternity aware or in collusion with this act? If so they should be expelled and prosecuted for their crimes. If members of the fraternity were not aware or in collusion, why was the fraternity shut down?

Why would anyone think that anti hazing or anti anything matters if no one enforces it until someone is hurt. You cannot expect people that want to be a part of a group, to not participate with anything and everything.

I suggest that the University figure out a plan that assumes that organizations while valuable may have traditions that need to be curtailed and ensure that they are curtailed more effectively. Reagan said "Trust but Verify."

If the University cannot assure the safety of students that participate in organizations, the University should not endorse them or support them, and should endeavor to eliminate them from the University. That said I understand it doesn't always work. A banned fraternity can still somehow operate off campus. Not sure how you can fix that but please try.

Sincerely,

Lynn

On 3/28/2019 4:36 PM, Gregory L. Fenves wrote:

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LS Lynn Strauss

☑ Send email in ····

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LS Lynn Strauss

Send email
Gregory L. Perives
President

twitt
er icon @gregfenves

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Categories: HOLD

Regarding the Cowboys, my son was a New Man with Nicky. I think you realize how many great young men were in that organization and how much charitable work they did.

I have a few points I would like to share:

- 1) I wish the University would have stated that hazing didn't cause Nicky's death.
- 2) I wish the University would have mentioned that the driver was sober and a non-drinker. The driver is really suffering.
- 3) My son was hoping for probation from the event because he said a lot of the guys wanted change. If they had the support of the University to enforce change and weed out the few offenders, Cowboys could have continued to support the University and community.

I know you are in a difficult position but you need to support ALL students ... many of the New Man are innocent.

Finally, it is a threatening and hostile environment right now for Cowboys. Perhaps the University and Mr Cumberland could consider the message that is being sent.

Regards,

Sent from my iPhone

On Mar 28, 2019, at 3:40 PM, Gregory L. Fenves cpresident@utexas.edu> wrote:

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Sincerely,



Gregory L. Fenves President





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Mike Neary

Thu 3/28/2019 9:47 PM

Categories: HOLD

Where can I view a copy of the Texas Cowboy investigation report?

Best,

Michael L. Neary Executive Vice President **Sentinel Title Company, Ltd.** 1700 Pacific Avenue 36th Floor Dallas, TX 75201 214.855.5950

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From: Gregory L. Fenves [mailto:president@utexas.edu]

Sent: Thursday, March 28, 2019 3:38 PM

To: Mike Neary

Subject: UT Austin: Holding Ourselves Accountable

View this email in a web page

The University of Texas at Austin Office of the President

Image: University of Texas Seal

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Sincerely,

President Fenves Signature

> Gregory L. Fenves President





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Texas Cowboys

Thu 3/28/2019 3:06 AM

Categories: HOLD

Dear President Fenves,

I am writing to express my dissatisfaction with the University's handling of the recent Texas Cowboys situation.

My wife and I are active donors to The University of Texas at Austin and our son is a Texas Cowboy. Our son was not at the New Man event this year due to Our son is graduating with social organization.

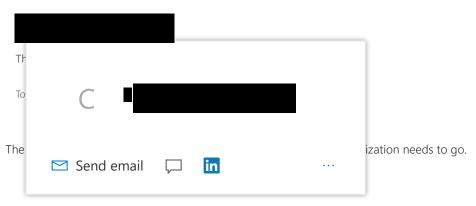
Our son was not and was sponsored into the Texas Cowboys by the

I am certain that you must be aware of the fact that the sponsoring organization into the Texas Cowboys is responsible for their New Man inductees, including their membership application and induction. I can assure you that had no involvement in the 'hamster incident' or many of the other things that are being reported in the media. Frankly, I am proud of the fact that the driver of the vehicle involved in this incident had not been drinking the night of this terrible accident and he simply fell asleep at the wheel. This was an accident and now many quality young men are paying the price for the University's over-reaction to the poor behavior of a few sponsoring organizations induction of their New Men into the Texas Cowboys.

I do not question that the University should have representatives at future events. I also think the University should restrict membership in the Texas Cowboys by the sponsoring organizations guilty of these poor behaviors for a long time. However, under the new penalties and policies, the New Man induction process is going to simply shift from a general function to a private function held by each sponsoring organization. Unless the University punishes the sponsoring organizations for their poor judgement toward their New Men, you are totally missing the problem and you are punishing the wrong people.

I hope the Texas Cowboys appeal the punishment handed down today and that the University applies a punishment that is more appropriately targeted to the guilty and not the innocent.

Respectfully,



Sent via a mobile phone....

----- Original message -----

Date: 3/28/19 3:38 PM (GMT-06:00)

Subject: UT Austin: Holding Ourselves Accountable

View this email in a web page





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Gregory L. Fenves C Send email in ...

Sincerely,

Gabriel Pineda

Thu 3/28/2019 10:04 PM

To: President Gregory L. Fenves president@utexas.edu>;

President Fenves,

I am deeply saddened by the news this week. I entered UT Austin as a freshman in 1994 and graduated BS 1998. I am in disbelief that another student has passed and we are still discussing the matter of hazing and student deaths associated with school organizations and clubs. As a parent I recently took my family back to Austin for a football game this past season, so my children could witness the great University that I have long held in high regard. It had been almost twenty years since I had been on campus.

I have very conflicted feelings toward my alma mater and I don't particularly enjoy reading your emails or being called weekly for donations. Please remove my name from your mailing list.

Sincerely, Gabriel Pineda, PhD BS. Microbiology class of 1998

On Thu, Mar 28, 2019 at 2:18 PM Gregory L. Fenves cpresident@utexas.edu> wrote:

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Sincerely,



Gregory L. Fenves President





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Debbie

Thu 3/28/2019 10:06 PM

To: President Gregory L. Fenves president@utexas.edu>;

I am glad that you reached out. I have hated to see UT in the headlines recently. I was hoping that groups such as The Cowboys had evolved. However biting the head off a live hamster is disgusting and shows no respect for the hamster or human. Another student death as a result of hazing should result in permanent expulsion of the organization.

To have coaches/staff accepting bribes is another low that can not be tolerated. I would think that their superiors share some responsibility. Yes, it has been a very low time for the university and to be an alum.

Deborah Bussey Morice RN MSN

Class of 1974

Sent from my iPhone

On Mar 28, 2019, at 3:40 PM, Gregory L. Fenves < president@utexas.edu> wrote:

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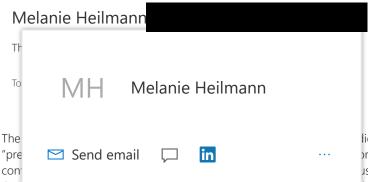


Gregory L. Fenves President





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lie because of hazing. He died because he didn't wear his seatbelt. As the arns to buckle up. Instead you are more concerned about removing use they somehow "offend" liberals like yourself and the student body.

Quit appearing the student body and report things based on FACTS. That is your job as PRESIDENT of this University. To make sure our name is not out negatively in the news. Instead, you are focused on making it look like Nicky died because of hazing. He did not. He died because he made a poor decision to get into a car WITHOUT A SEATBELT ON.

On Mar 28, 2019, at 3:38 PM, Gregory L. Fenves < president@utexas.edu > wrote:

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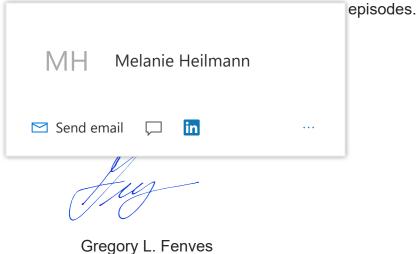
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President





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Fri 3/29/2019 12:26 AM

To: President Gregory L. Fenves president@utexas.edu>;

Finally the issue of hazing has been addressed forcefully! I graduated in 1962 when hazing was rampant and to my knowledge very little has been done to seriously address this cruel issue in all these years. Thank you for all the young men who will be better protected in the future because of you! Susan Reed Smith '62

In a message dated 3/28/2019 3:39:51 PM Central Standard Time, president@utexas.edu writes:

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Sincerely,



Gregory L. Fenves President





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Michael Streitmann Fri 3/29/2019 12:55 AM

Why not investigate all hazing, find out who is responsible, and expel all offenders. Putting the Cowboys, or other fraternities on suspension, punished the good with the bad. Get new Cowboys that are upstanding, keep the innocent, expel the guilty. Expulsion is the ultimate deterrent. Suspension of an organization is no deterrent, and throws the baby out with the bath water.

Thanks,

Mike Streitmann BA 87

Sent from my iPhone

On Mar 28, 2019, at 3:35 PM, Gregory L. Fenves < president@utexas.edu> wrote:

View this email in a web page





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Sincerely,



Gregory L. Fenves President





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Guy Goodson

Fri 3/29/2019 1:02 AM

A tragedy but your vindicta against fraternities and non-liberal social organization is visceral. Spend more time balancing the University and perhaps

you will find a more patience audience. For now I have removed my Honors Degree from my wall. Oh by the way, I hear little from you on systemic issues

of student suicide or the misdeeds of faculty staff, seems your focus again is misplaced.

On Thu, Mar 28, 2019 at 3:39 PM Gregory L. Fenves cpresident@utexas.edu> wrote:

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Sincerely,

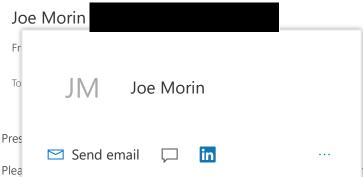


Gregory L. Fenves President





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Plea t going to set the example. How many more students have to die from these mindless rituals from organizations sanctioned by the University. We cannot call ourselves a leading university if we allow this to continue. Do the right thing President Fenves.

Sincerely,

Joe H. Morin

Sent from my iPhone

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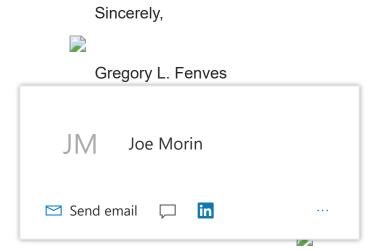
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Re: UT Austin: Holding Ourselves Accountable

Cary Goldstein

Fri 3/29/2019 3:04 AM

To: President Gregory L. Fenves president@utexas.edu>;

Sure, one incident of hazing is discussed here. But, let's be real, it goes on in most frats at UT. Until an adult chaperone is required at each frat daily, hazing will continue.

Cary Goldstein DMD
Goldstein Dental Center
Dental Careers Institute
Fellow and Pres. Elect of AAED
Cell - 404-895-1180
Office - 404-869-7711
4320 Roswell Rd.
Atlanta, GA 30342

On Mar 28, 2019, at 4:35 PM, Gregory L. Fenves < president@utexas.edu > wrote:

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Sincerely,



Gregory L. Fenves President





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Re: UT Austin: Holding Ourselves Accountable

Jonell Nelson Fri 3/29/2019 5:43 AM

Dear President Fenves:

I am glad that you are taking these issues seriously and I hope you will succeed in eliminating further breeches of ethics at the University of Texas at Austin, Sincerely, Jonell Nelson

Subject: UT Austin: Holding Ourselves Accountable

To:

Date: Thursday, March 28, 2019, 3:39 PM

UT Austin: Message from the President

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}

#yiv5122035250 .yiv5122035250ReadMsgBody {
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}

#yiv5122035250 .yiv5122035250ExternalClass {
width:100%;
}

#yiv5122035250 .yiv5122035250ExternalClass * {
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}

#yiv5122035250 body {
margin:0;
padding:0;
```

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#yiv5122035250 td {
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line-height:100%;
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}
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#yiv5122035250 p a:hover {
text-decoration:underline;
color:#bf5700;
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width:320px;
#yiv5122035250
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_filtered;
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width:60px!important;
}
#yiv5122035250 .yiv5122035250mj-column-px-500 {
width:500px!important;
}
}
```

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Sincerely,

Gregory

L. Fenves President



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The University of Texas at Austin 110 Inner Campus Drive, Stop G3400 Austin, Texas 78712-3400

© 2019 The University of Texas at Austin

Texas Cowboys

Thu 3/28/2019 4:03 AM

Cc:kadler@utsystem.edu <kadler@utsystem.edu>;

Categories: HOLD

To: President Gregory L. Fenves and The Dean of Students at The University of Texas at Austin

- > Dear Administrators,
- > I have lost a parent which was a sad event at best. I lost my closest sister which was a traumatic, complicated, heart-wrenching and excruciating loss. Having gone through that, I cannot begin to imagine losing a child and how completely devastating that would be.

> I am writing in reference to the loss of Nicky Cumberland and how incredibly tragic his death has been, forever changing his family and his UT community. My family and I contributed to his medical fund, started several prayer chains for his family and him during the weeks after the accident; and for his family after his passing. At the same time we prayed for the gentlemen in the Texas Cowboys, most specifically for the driver of the pick up, (who does not drink) but now forever has to live with that accident in his head and heart. My son stayed by the drivers side for weeks afterward, comforting him and helping his friend through a very difficult time.

- > Unfortunately there was an accident, seatbelts were not worn by the passengers and it seems odd and highly unfortunate that an entire week passed before the potentially life saving procedure to alleviate Nicky's cranial pressure was performed.
- > Outcomes could have been so very different and maybe Nicky's life would not have been lost if any of those incidents had been different.
- > While I am not a proponent of hazing, I am cognizant of the spirit of the Texas Cowboys organization and the intent to foster positive relationships, giving back to the University and local community.
- > Six years seems an excessive punishment and a detriment to the fostering of academic relationships that promote high levels of achievement and successful lives for these young men in and beyond the college years.
- > I am in agreement that UT personnel in an advisory capacity should have close association with this organization and its activities; as long as this requirement applies to all other campus "spirit" organizations as well.
- > I am in agreement that transportation should be provided by a hired driving service for all involved to offsite events.
- > I am in agreement for all members to read Ruth Harten's book; adopt specific language in the Cowboys motto and mission statement.

>

- > My difference of opinion is in the excessive punishment of the remainder of the group with a six year suspension. This penalizes the remaining members of the organization, who will all have to live with this accident indelibly etched in their hearts for the rest of their lives. Hazing must stop. But not at the expense of these gentlemen who could instead honor Nicky's memory with fixing the problem in the present. Right now. In six years, the incoming new young men won't even have a clue how tragic and traumatic this has been on the current group, completely undermining the point of the penalty and minimizing the loss of such a bright star, who was Nicky. The current members will be gone, will live with the memory, but will be denied the opportunity to make their own personal amends for this horrible and awful loss.
- > Hazing must stop. But hazing in and of itself did not take Nicky's life. The Texas Cowboys as an organization did not take Nicky's life. The driver did not take Nicky's life. A decision made to leave the event when they did; to not buckle up; a lack of critical medical care.....that's what took Nicky's life.
- > Let these remaining young men in Texas Cowboys make retribution for this mistake while they still can. Let them pave the way to a haze free organization which can be held up as an example of what good can come of this tragedy.
- > I implore you President Gregory L. Fenveset, let the Texas Cowboys and the UT campus heal in the present.
- > Sincerely yours,

>

Re: UT Austin: Holding Ourselves Accountable

Mario J. Solimano

Fri 3/29/2019 10:31 AM

To: President Gregory L. Fenves president@utexas.edu>;

Dear Sir,

Yours is a good first email about the immoral, unethical, cowardly, shameful, maybe illegal Cowboys hazing practices but when it comes to Football authorities in general tend to be lax and lenient when applying discipline, and is why the abusive hazing practice still go on under the noses of coaches and university leadership. Just watch the UT Cowboys process evolve.

Today, UT and You have a opportunity to walk the talk and demonstrate UT is true to the Mission you enunciate below.

Regards,

Sent from Yahoo Mail for iPhone

On Thursday, March 28, 2019, 9:41 PM, Gregory L. Fenves president@utexas.edu> wrote:

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Sincerely,



Gregory L. Fenves President





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Re: UT Austin: Holding Ourselves Accountable

Sandra Godfrey Fri 3/29/2019 12:51 PM

Dear President Fenves,

Thank you for addressing these very serious concerns that we alums have for our university. Yesterday when I read about the suspension of the Cowboys on the front page of the Houston Chronicle, I was wishing that you would do exactly what you have done with this letter. I have never been so concerned and depressed about the reputation of the University of Texas. And of course it doesn't help that HISD was deeply involved in the admissions scandal. Please continue to keep us all up-to-date on developments concerning these two issues.

Also my husband Lee and I join you in mourning the passing of Bill Powers who was our good friend. I hope to see you at his memorial service. Thank you for the excellent job you are doing.

Sincerely,

Sandy Godfrey

Sent from my iPhone

On Mar 28, 2019, at 3:39 PM, Gregory L. Fenves < president@utexas.edu > wrote:

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Sincerely,



Gregory L. Fenves President





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Re: UT Austin: Holding Ourselves Accountable

Karen MacIntyre

Fri 3/29/2019 2:40 PM

Greetings,

It is my opinion that all clubs that haze or humiliate potential members should be banned from campus forever. I've never been fond of social organizations (Greek & others) at state supported universities & colleges. These organizations are exclusive & promote elitism & classism. In general, I think they do more harm than good.

Thanks,

Karen

BFA / Dance & Theatre/ 1977

Sent from my iPhone

On Mar 28, 2019, at 3:44 PM, "Gregory L. Fenves" < president@utexas.edu > wrote:

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I know your commitment to UT is unparalleled and that you take news — good and bad — about our university very seriously. Our ability to serve the public hinges on the ethical actions of every single person associated with UT — students, faculty, staff, alumni and administrators. When our values are compromised, everyone feels it, and I want to assure you that we are taking strong action to address these recent episodes.

Sincerely,



Gregory L. Fenves President





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Re: UT Austin: Holding Ourselves Accountable



Fri 3/29/2019 3:21 PM

To: President Gregory L. Fenves president@utexas.edu>;

Thank you for the informative letter.

As an alumna of UT (BBA 84, LHB 80-83, 85)), it is always painful to see negative news about our beloved university.

Regarding hazing incidents, I always felt it was ridiculous to prohibit the Longhorn Band from continuing it's long standing tradition of the beanies for new members, when other egregious and life threatening hazing practices were taking place in other organizations. That said. The Texas Cowboys are part of the fabric of UT traditions, and I hate seeing them disappear from the landscape of UT again. I'd prefer to have them remain under strict sanctions and supervision to their being disbanded, although I don't know the details about their hazing culture as a whole.

Stacey N Block, DDS BBA 84

Sent from my T-Mobile 4G LTE Device

----- Original message -----

Date: 3/28/19 3:37 PM (GMT-06:00)

To:

Subject: UT Austin: Holding Ourselves Accountable

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Dear Longhorns,

In recent weeks, you probably have read or heard about several stories involving The University of Texas. I write to you today to provide some facts and update you about the university's response to these situations.

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Sincerely,



Gregory L. Fenves President





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Your message and the Texas Cowboys

Richard Millikin

Fri 3/29/2019 4:05 PM

Categories: HOLD

President Fenves—

I received your message yesterday concerning recent troubling disclosures involving the University of Texas at Austin. Suffice it to say that you clearly have your hands full. The purpose of this message is to pass along for your consideration a viewpoint which I anticipate is shared by a large majority of UT alumni other than the privileged elements of the "Greek society."

In my humble opinion, you and your colleagues in the UT administration have fumbled the ball in the handling of the scandal involving the death of a member of the Texas Cowboys organization. Many of us wonder how many students must die or suffer other extreme detrimental consequences as a result of the conduct of these cavalier party boys before meaningful action is taken by those whose duty is to monitor their behavior. I am a believer in second chances, but the Cowboys have already had that courtesy extended to them and failed to take advantage of it. Consequently, it is time for more than a slap on the wrist from UT officials to address their errant conduct. The Texas Cowboys should be permanently barred from any further association with UT once and for all. It is apparent that this group is unable to comprehend the views of UT and society at large with regard to hazing activities, therefore, this cancer must be treated with drastic measures.

I attended UT in the 1970s and received both an undergraduate and law degree from the university. During the summer prior to my freshman year, I participated in several weekends at various fraternity recruiting functions, and it did not take me long to decide the Greek experience was not for me. I chose not to associate with a bunch of primarily drunken privileged snobs and the lifestyle the current fraternity experience encourages, and that decision was ratified on many occasions during my time in Austin as I observed the "frat rats" in action. That is not to say that I did not engage in my share of social activities which I would not now encourage or endorse, but those missteps on my part were isolated occurrences, not part of a continuous and very obvious way of life in a university-sanctioned organization.

A permanent bar of the Texas Cowboys should have more advantages to the university than simply removing this out-of-control bunch from its position as a visible representative of UT. My anticipation is that such a ban would send a very clear message to other student organizations that the university is actually serious about the prohibition on hazing, and any violations of that policy will result in severe consequences for both the organization and the students involved. If there is concern over who will fire the cannon at UT football games and that is deemed to be an essential function in operation of the university, I am confident you can find another worthy group to perform those duties.

I am aware that past members of the Cowboys now comprise many influential business leaders who may be generous financial contributors to UT and have significant political influence over its operations. If you follow my advice and institute a permanent disassociation of the university from this elitist group, you will most certainly be subject to criticism. Leadership is the ability to make the right decisions under difficult conditions, and that is not always easy. I strongly encourage you and your administrative team to show leadership in this case rather than just going through the motions of taking minimal action simply to get this public relations disaster behind you. With the exception of this issue, I am of the impression that your service as UT president has been exemplary and hope that you enhance that legacy by rectifying this lapse. I am confident that the university community joins me in

expressing my appreciation for your willingness to serve as president and the benefits which UT has derived from your service. Please accept my comments as an attempt at constructive criticism on this one issue, and certainly not absolute condemnation of your administration.

Should you choose to share this message with anyone else, I request that you copy and paste the text into another document and eliminate any of my personal identifying information and embedded metadata contained in this message before you share it with others. I am concerned about the possibilities of retaliation against me and my family if my comments and identity fall into the hands of Cowboy members, both present and past, since I have seen how the elite operate when threatened, challenged or criticized. You simply need to look at 1600 Pennsylvania Avenue in our nation's capital for evidence. I am not seeking a public war with the Cowboys, but rather offering an opinion for your private consideration. Of course, you are certainly entitled to disregard my comments and proceed as previously planned and that will be the end of it for me, but I urge you to give this situation another look.

I request that you reconsider your prior decisions on this matter and make the UT community proud of having a president who takes his job seriously and is willing to do the right thing in spite of taking some heat for doing so.

Regards,

Richard Millikin

RE: UT Austin: Holding Ourselves Accountable

David Young

Sat 3/30/2019 2:00 PM

Categories: HOLD

Dr. Fenves,

I wholeheartedly disagree with the findings of the Dean of Students regarding the Cowboys. Suspending the Cowboys will further erode the traditions that drew many of us to UT in the first place.

My family will attend no UT games, and make no contribution to the university, until the Cowboys are restored to campus life.

Regards, David X. Young Class of 1977

From: Gregory L. Fenves cpresident@utexas.edu>

Sent: Thursday, March 28, 2019 3:45 PM

To:

Subject: UT Austin: Holding Ourselves Accountable

View this email in a web page

The University of Texas at Austin
Office of the President

mage: University of Texas Seal

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Sincerely,



Gregory L. Fenves President



The University of Texas at Austin

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Texas Cowboys Alumni Statement

Shawn Cumberland

Sat 3/30/2019 4:09 PM

To: President Gregory L. Fenves president@utexas.edu>; Reagins-Lilly, Soncia <Soncia.R.Lilly@austin.utexas.edu>; Carlos E Martinez
<Carlos.Martinez@austin.utexas.edu>; Fils-Aime, Andel P <Andel.Fils-Aime@austin.utexas.edu>;

Categories: HOLD

Dear President Fenves and Dean Lilly,

Thank you for your strong leadership and Thursday's zero-tolerance statement on hazing at The University of Texas.

The prompt statement by Eddie Lopez, the President of the Texas Cowboy Alumni Association, is extremely disappointing. <u>Link to Cowboy Alum Statement</u> <u>Link to Cumberland Reply</u>

"As an organization, we are disappointed by the misconduct of certain student members. In fact, we have expelled and suspended from our organization the students who were connected to the hazing."

The Alumni leadership continues to deflect any organizational ownership for the continuous harmful and dangerous activities of the Cowboys. The current Alumni leader rejects any claim that the Cowboy's organization has any structural risk/control issues, but rather that the events in September reflect just a few bad apples that have been purged.

As described in the Dean of Students Disciplinary Report dated March 27th, the prohibited behavior has been occurring for years. Further, it was the Cowboy leadership (not a few rouge actors this past Fall) that architected the perineal structure allowing groups to divide and inflect their own brand of hazing/initiation (some with the knowledge or reputation of being severe, while others are light). The initiation/hazing system was created by the Cowboy leaders and utilized for years.

All of this comes with the tainted history, appropriately referenced in the Disciplinary Report, of Gabe Higgins's hazing death, which itself occurred at a time while the Cowboys were already on probation.

Following the resurrection of the Cowboys, the Alumni should have been put on notice that problems existed.

The official public statement by the Alumni is repulsive and cannot be left unanswered as an example for students by a "senior leader" of a vaulted organization purported to serve as ambassadors of The University of Texas. The Administration should consider a strong response.

Apparently, I am not alone in my feelings regarding the Alumni statement. Below are some unsolicited responses I received from former Cowboys (one case as recent as a 2016 graduate).

Lopez's statement also illustrates precisely the reason one of my specific recommendations was that any ultimate reformation committee must include some representation from outsiders. Certainly the current slate of Alumni leaders do not merit and cannot be entrusted with such an important task.

The Disciplinary Report contains a list of conditions for the return of the Cowboys as a "Registered Student Organization." However, additional conditions should be imposed regarding the potential future use of the University's valuable property -- the Alumni Pavilion and the football endzone. I would like to discuss the consideration of the various recommendations that I previously submitted.

In addition, this would be a perfect time to adopt the Declare Your Hand policy. A condition for the Cowboy's use of University property should be that the active student leaders and Alumni Association board members sign an affidavit declaring any past personal involvement with hazing. Such requirement is not unusual for industries involving the fidelity, care and custody of valuable assets – which in this case would be the positive image and reputation of our University.

Thank you and your sincere and dedicated staff that are working hard to make The University of Texas the best institution of higher learning in the country.

With our continued love on behalf of our family,

Shawn Cumberland

#LoveLikeNicky

[Note: Regarding the topic of sleep deprivation, I have a separate ongoing communication.]

Linked-In Message from Cowboy Alum Class of 2016

Mr. Cumberland,

Hope you are doing well. I am reaching out for two reasons - first, I am also in the renewable energy and energy storage space, currently at [].

Secondly, I wanted to express my deep condolences for your loss. I am an alumnus of the Texas Cowboys organization and am disgusted by the actions of the organization and the alumni board who have been misrepresenting the thoughts of many alumni, including myself. I am encouraged by your family's strength and commitment to honoring the memory of your son by making sure this never happens again. I support the dissolution of the organization and am deeply saddened by the events that brought these issues to light. I have asked to be removed from the alumni rolls and revoked my donation. Could you point me where I could reroute that donation in support of your son and your family?

Thank you for accepting my connection and thank you for your courage and resilience in seeking justice. Please do not hesitate to reach out if I can be of any service to you.

Best,

Text Message from Cowboy Alum Class of 1987

They should have gotten permanent suspension.

From: [Cowboy Alum – Class of 1984] Sent: Friday, March 29, 2019 12:35 PM

To: Shawn Cumberland

Cc:

Subject: Re: Texas Cowboys

Agreed. Thank you Shawn. You are living the best part of Cowboys — it's motto. . . "Give the best you have to Texas and the best will come back to you."

Thank you for giving your very best to Texas. . .at a time when it would have been so easy to have done otherwise. I love you.

On Mar 29, 2019, at 10:22 AM, Shawn Cumberland

wrote:

Sent from my iPhone

Begin forwarded message:

From: [Cowboy Alum – Class of 1990]

Date: March 29, 2019 at 11:43:57 AM CDT

To: Subject: Texas Cowboys

Shawn,

I winced as I read the ridiculous statement from the Texas Cowboys Alumni Association. As an alum myself -this group certainly does not speak for me or I daresay the majority of former Cowboys out there. That is as tone-deaf a statement as I have ever encountered.

Your response was right on the money. I am still stunned by the abject senselessness of this tragedy, and appreciate your willingness to use your considerable intellect to try to salvage a "teachable" moment here. I can assure you there are many of us that value and greatly appreciate your input.

Thanks so much,

Dear President Fenves...

Faye Thompson

Sat 3/30/2019 4:12 PM

I read an article about some outrageous behavior re hazing by one of your frats, the Texas Cowboys. Including the biting off heads of hamsters - and that this has been going on for years.

Do you have to spell things out to your students, that they may not deliberately hurt animals as a form of entertainment?

Sincerely,

Faye

ABC News inquiry

Winsor, Morgan K.

Thu 3/28/2019 8:18 AM

Categories: HOLD

Good morning,

I hope this email finds you well, and apologies for contacting you so early in the morning. My name is Morgan Winsor and I'm a reporter for ABC News. I'm reaching out for comment from the president of the University of Texas at Austin regarding the Office of the Dean of Students' decision to suspend the Texas Cowboys for six years, following an investigation into alleged hazing at a retreat the night before a new member, Nicholas Cumberland, was wounded in a car accident and later died from his injuries.

Can you please provide a comment/statement as soon as possible today?

Many thanks in advance.

Kind regards,



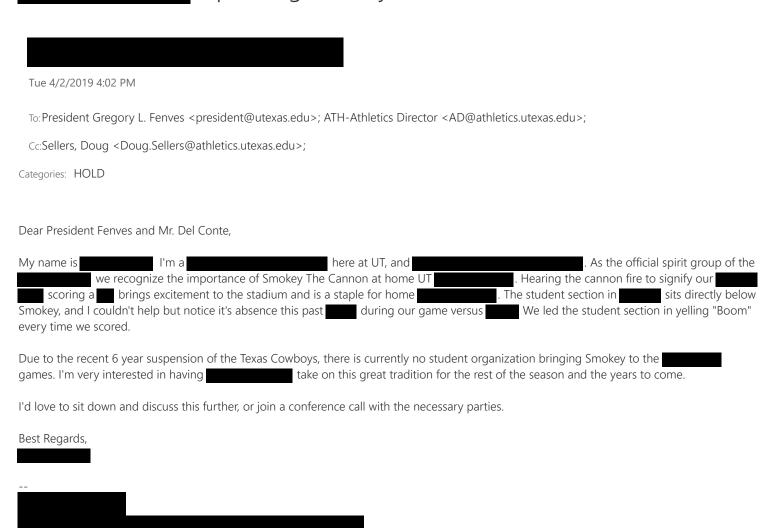
Morgan Winsor

Multimedia Reporter ABC News Intercontinental 3 Queen Caroline Street, London, W6 9PE o: +44 20 8222 5518 / m: +44 77 0139 3439

@MorganWinsor

Operating Smokey

Phone:



Re: UT Austin: Holding Ourselves Accountable

Victoria Strange

Tue 4/2/2019 5:29 PM

To: President Gregory L. Fenves president@utexas.edu>;

Dear Mr. Fenves,

Thank you for your email which struck a nerve with me because it seems like lip service. I'm waiting to see how far the admissions scandal goes at UT to reserve judgment but my immediate concern is the continuing hazing.

If you are serious about the statement, "there is no place for hazing at UT", what are you doing about the other fraternities that routinely haze and UT continues to look the other way. Did you or will you investigate any of the other fraternities where I am absolutely certain there is active hazing. Is hazing respectful of a human? Your words ring hollow - "can only be accomplished in an environment where we respect one another". How can you and UT continue to look the other way and only act when someone dies. I could not sleep well at night. It is shameful this continues year after year at UT and around the country- there is no place in modern society for fraternities that operate under the guise of community service but are actually drinking/partying clubs with horrendous acts of hazing, which let's face reality, most of them certainly are. You still can't stand up to the NRA and now, you cannot stand up against hazing. Suspending one fraternity is not sufficient - someone died!! Please stand up for what you know is right.

Sincerely,

Victoria Strange

On Thu, Mar 28, 2019 at 4:45 PM Gregory L. Fenves < president@utexas.edu> wrote:

View this email in a web page





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Gregory L. Fenves President





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Re: UT Austin: Holding Ourselves Accountable

Robbie Cripe

Wed 4/3/2019 2:36 PM

To: President Gregory L. Fenves president@utexas.edu>;

I appreciate you formally addressing these two issues openly and honestly. I am glad that UT took swift action on terminating the tennis coach after the credible allegations surfaced. I trust that any further information that is discovered during the course of a thorough investigation will be handled with appropriate actions as well.

I know that the Texas Cowboys have many wealthy alumni that will no doubt contribute to appeal this decision, but I hope the University will stick to their original plans that this organization be banned from campus, and given this is the second suspension in the history of the Cowboys, I think there should be some kind of rule as to how many opportunities an organization gets before they are disbanded completely. I think the loss of two lives would be sufficient.

Thanks for letting me share my thoughts as a proud TexasEx.

Regards,

Robbie Cripe

On Thu, Mar 28, 2019 at 4:08 PM Gregory L. Fenves < president@utexas.edu> wrote:

View this email in a web page





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Sincerely,



Gregory L. Fenves President





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Message from the President

Mary Ann Petru

Thu 4/4/2019 7:00 PM

Categories: HOLD

Thank you for providing the much needed information concerning the suspension of the Texas Cowboys. We have a few questions:

What are the specifics of the Cowboys' proposed suspension?

The suspension that the 'cowboys received in 1995 obviously had very little effect on their hazing practices. Two deaths in 24 years from the same organization is tragic!

The first death received a ridiculous 5-year suspension. A second student is lost and only 1 year is added to that 'penalty'? When will there be an enforced ZERO tolerance for all UT organizations?

We look forward to your informing all of us concerning the specifics of this proposed suspension. "What starts here changes the world".

Sincerely, Mike and Mary Ann Petru UT '70 & UT '72

Sent from my iPhone

Re: UT Austin: Holding Ourselves Accountable

Alexis N Voudrie <alexis.voudrie@utexas.edu>

Tue 4/9/2019 2:23 AM

Categories: HOLD

Every single fraternity associated with the university hazes to an embarrassing, disgusting, and criminal extent. It is laughable that the death of yet another student is met with a minuscule 6-year suspension and the opportunity to appeal. Allowing death by hazing to go virtually unpunished contributes to the ongoing acceptance of hazing, sexual assault, and alcohol and drug abuse which define the University of Texas at Austin. Please start punishing these offenses with more than a "suspension," during which organizations continue to operate exactly as they did prior to suspension.

Any and every former and current member of Greek life knows better. We all know better. You are fooling no one. Please take action which makes change inevitable, instead of supporting the continuation of such organizations through meaningless suspensions.

On Thu, Mar 28, 2019 at 4:13 PM Gregory L. Fenves cyresident@utexas.edu wrote:

View this email in a web page



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Sincerely,

Gregory L. Fenves

President





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The University of Texas at Austin

110 Inner Campus Drive, Stop G3400 Austin, Texas 78712-3400

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Re: meeting of President Fenves with Shawn Cumberland

Ruth Harten

Mon 4/29/2019 12:24 AM

Categories: HOLD

1 attachments (25 KB)

Letter to UT President, April 2019.doc;

I am enclosing a statement regarding the Texas Cowboys and my opinion about their reinstatement that you will be discussing Monday, April 29th (the 24th anniversary of my son, Gabe Higgins' death) with Vice President Martinez, Soncia R. Lilly, and Shawn Cumberland, the father of Nicky Cumberland, who died after the last Texas Cowboys tap-in last fall.

Respectfully, Ruth Harten

THE TEXAS COWBOYS By Ruth Harten

April 26, 2019

The Cowboys tried to get off with a lesser penalty after my son, Gabe Higgins, died during their "tap out" drunken brawl party on April 29th, 1995. They claimed it was an "accident." I still don't regard it as an accident. And I'll tell you why.

Jesus said to the woman who was accused of sleeping with a man she wasn't married to: "Go and sin no more." Texas is pretty much a Christian state. And this phrase easily applies to the Texas Cowboys. "Go and sin no more." (after Gabe died)

Did they? No. I'm five states away from Austin, and I heard that the next year after Gabe's death, that they were once again hazing. I heard it again two years later, from two more of Gabe's friends (who were now out of college). It infuriates me that they continue to get away with this, and because the people of Austin LOVE THEIR UNIVERSITY FOOTBALL TEAM, with the cannon blazing and Beva, and their cheerleaders doing back flips every time they score, that they are willing to look the other direction and ignore the "oops another one died" sin.

They never got it right in the first place. Can anyone really tell me and the Cumberlands that the Cowboys have repented, changed, and gotten it right? That would be a big "NO."

Personally, I think the administrators at UT should assume a little of this lack of responsibility, because they obviously didn't keep someone looking over the Cowboys' shoulders to see if they were continuing to haze. I found out after Gabe died (read my book, it's in there), that the Dean of Students office absolutely knew full good and well for years how badly the Cowboys hazed and they successfully looked the other direction.

Two wrongs don't make a right.

And it wasn't the two deaths that were the only things wrong.

It has been their haughty arrogance that in order for someone to gain the Cowboys' approval, "to belong," they had to go through weekly beatings (with forced drinkings, and cattle proddings) to deserve it. If you think for a minute that it's A-OK in todays society (or any society, or any organization) to behave that way, to call themselves "good," and get reinstated as an honorable organization, my word to you is that you definitely should reevaluate what you are teaching on this college campus, and also what kind of graduates you are putting out there.

Further, I genuinely question the ability of the University of Texas to take pride in their graduates and keep standing in the "top ten" bracket of great universities in this country. Don't you call that "Texas Pride?"

If you allow the Cowboys to step back into what <u>they want</u> in these delegations (after killing two of their own), I think you should eliminate using that term "Texas Pride." Honor is earned.

Texas Cowboys

Sean D. Johnson

Thu 5/9/2019 10:19 PM

To: President Gregory L. Fenves resident@utexas.edu>; Davis, Jim E <Jim.Davis@austin.utexas.edu>; Reagins-Lilly, Soncia <Soncia.R.Lilly@austin.utexas.edu>;

Categories: HOLD

Dear All,

The Texas Cowboys should be completely removed from campus and should no longer be affiliated with the University. Their actions caused the death of not one but two young men whose parents entrusted our institution to educate them in a safe environment. I don't care about the Cowboys' history or their influential alumni, they should've been banned after the first death. The fact that another occurred just shows they didn't learn their lesson the first time. Don't make the same mistake that previous administrations did and give the Cowboys another chance. I'm sure it was difficult looking Nicholas Cumberland's parents in the eye and explaining why this organization had another chance to be involved in another son's death. Now imagine how much harder that will be to explain to a third set of parents if it happens again. Don't put the University or future administrations in that position. Thank you for your time and consideration.

Respectfully,

Sean D. Johnson BA '01 - Government

Concerns From a Student

Sun 5/19/2019 12:36 AM

Categories: HOLD

President Fenves,

My name is ______. I am a ______ here at UT Austin. I am (was) a member of the Texas Cowboys Fall Newman class of 2018, same as Nicky. I knew Nicky and loved him like a brother. I was there that night with the rest of my Newman brothers. I think so many students in the Cowboys organization are hesitant to reach out to you and the University because of how truly fragile this situation is.

I am reaching out to you because I have a different insight than most of the people involved in the situation. I would be so incredibly grateful if you could find the time at any point to meet with me. I am in Austin all summer and will clear my schedule to meet with you at your convenience.

Please Mr. Fenves, I really think you need to hear what I have to say.

I really hope to hear from you soon,

Kyle Stallones UT Law Graduate - December 1987 1643 Ebony Lane Houston, Texas 77018

February 5, 2019

Gregory Fenves, President 110 Inner Campus Drive Stop G3400 Austin, Texas 78712-3400 Email: president@utexas.edu

CARLOS E MARTINEZ carlos.martinez@austin.utexas.edu Chief of Staff

Dr. Soncia Reagins-Lilly
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Maurie McInnis
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The University of Texas at Austin
110 Inner Campus Dr. STOP G1000
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Re: Tragedy Potentially Involving Texas Cowboys

Please understand my concern about the terrible tragedy that occurred last September leading to the tragic death of a 20 year old student.

I suggest that the University take great care to avoid creating yet another tragedy in early 2019, by unfairly treating other young students. This one is preventable by your actions. Who will speak for these victims? These young students had nothing to do with the decision whether or not to wear seatbelts. Please do not unfairly punish them, just because of that terrible tragedy. The lives and futures of these young students are at stake.

Thank you for hearing my opinions, and please think carefully about your actions.

Kyle Stallones

Texas Cowboys- Unfair Suspension



Thu 3/28/2019 4:29 PM

Categories: HOLD

President Fenves,

The suspension of the Texas Cowboys for 6 years should be immediately reviewed. I would hope that an appeal process would shine light on a critical element you mentioned in your statement yesterday- the facts.

Ruth Harten and Shawn Cumberland should not be allowed to have the influence on the decision making process they seem to have right now. Since I have been at UT, 6 years is the longest punishment I have seen the Dean of Students office give out to any student organization. It seems clear that this is connected to the 5 year punishment that was handed out in 1995. This seems to indicate the punishment is largely symbolic, with no desire for actual justice or actual fairness. You should not let the Dean of Students office get away with that. It sets an extremely dangerous precedent. Should student conduct decisions be based on emotion and symbolism? Is that what we want the University of Texas to be known for?

It is also important to continually emphasize that hazing played no part in the death of Nicky Cumberland. The Dean of Students investigation found there was no sleep deprivation involved whatsoever, and the driver was completely sober,

The decision, along with every article published by the Daily Texan, the Statesman, and other outlets, is trying to connect this death to hazing. Casual observers believe the punishment is just because they skim the article and assume hazing led to the death of a student. This is not true in the slightest. Why are you allowing one of the most storied traditions on campus, the Texas Cowboys and Smokey the Cannon, to be marred by a loose connection?

Any paddling performed was completely within Nicky's organization and completely unrelated to Cowboys. Any animal abuse was completely within one fraternity on campus and completely unrelated to Cowboys. Cowboys and Silver Spurs are an "association" of leaders that represent over 30 different organizations on campus. The problem is not the organization itself; it is the rogue members. And it is important to point out that these rogue members have already been expelled from Cowboys. Why is the rest of the organization taking the fall for the actions of a select few?

I truly feel that when you examine the facts, a 6 year punishment is terribly overboard. The Texas Cowboys have seen 2 of its former members go on to serve as the Governor of Texas, and 15 of its former members go on to serve on the UT Board of Regents. In fact, the Silver Spurs, an organization much like Cowboys, currently has 4 (!) former members sitting on the UT Board of Regents. These organizations have a strong history of representing our university well. I understand the pain that comes with losing a loved one in a freak car accident, but this decision is completely reactionary and ignores the facts.

I would love to meet with you in person and discuss my thoughts on the matter with you directly. I trust that you will rise above the pressure put on you by the media and any grieving parents, and lead the Dean of Students office in the right direction. A just and fair decision should be made, not a largely symbolic one that serves to tarnish the great legacy of the University of Texas.

The University of Texas at Austin |

Dr. Gregory L. Fenves President The University of Texas at Austin

Dr. Soncia Reagins-Lilly
Vice President for Student Affairs/Dean of Students
The University of Texas at Austin

Dear President Fenves and Dean Lilly,

Thank you for the actions you are undertaking to make The University of Texas an exemplar, superior and safe institution of learning and growth for so many exceptional students from around the world.

We appreciate the sincere efforts of your departments in the investigations into the hazing and death of our son Nicky Cumberland.

As mentioned in our discussions, I have been putting together requests for improvement and reform, including specific reforms for the Cowboys and more general reforms across student organizations.

Cowboys Reformation

The first topic covers the next crucial reformation of the honorary service organization, The Cowboys.

During my seven years at the University (1979-83; 1983-86), I tried to attend every football game at home and in Dallas against OU. I recall fondly and proudly how impressive our side looked on the field – from the team's uniform to the cheerleaders to our Longhorn band and all of the folks dressed in traditional cowboy gear.

I confess that I didn't have much of an understanding of The Cowboys or Silver Spurs, their history, how they were selected, or what they did beyond handling Bevo and Smokey the Cannon. I just thought they looked cool at the games.

It wasn't until Nicky was "tapped" to become a Cowboy that I came to realize the magnitude of the honor of being selected. However, given Nicky's many accomplishments and high spirit throughout his life and his loyalty to the University, it didn't come as a big surprise to me. I sincerely do not intend to diminish any of the many illustrious Cowboy alumni, but I would stack Nicky's character, selflessness and love against anyone. Hundreds of tributes received in the aftermath of his passing attest that Nicky was a unique and special person.

Following Nicky's senseless death, I've learned much more about The Cowboys and their history. I've met with a number of Cowboy alumni who spoke negatively of the violent paddling they received. I've read Ruth Harten's painful book "The Cowboys' Secret." I've read Tim Taliaferro's article "When the Smoke Cleared, the Rise, Fall and Return of the Texas Cowboys" 12 published in the September/October

¹ Taliaferro article link - https://web.archive.org/web/20100920212347/http://www.texasexes.org/alcalde/feature.asp?p=3492

² Taliaferro article link - https://issuu.com/timtaliaferro/docs/texascowboys

2008 edition of the alumni magazine The Alcalde. The article is well-written, however inaccurate in stating that branding chests ended in the 40s; and, I have now been told that excessive forms of paddling continued through the period I attended the University and beyond.

One could be excused for being left with the mistaken impression that Mr. Taliaferro (Cowboy Newman 2008) quasi-romanticizes some of the extreme forms of hazing that he chronicles in his piece. Explicit and implicit glorification of past hazing rituals or traditions is a major contributor to the cycle of hazing. Ms. Harten's important book about the death of her son Gabe Higgins at a Cowboy's initiation event -- together with a detailed account of some of the darker aspects of The Cowboys -- certainly leaves no room for glorification of such unacceptable conduct. It's worth noting that The Cowboys were already on probation for paddling at the time of Gabe's death.

I've had a series of conversations with Ms. Harten. As outlined in her book, in the Fall of 2000, upon the restoration of The Cowboys after a 5-year ban, she was invited as a special honored guest to attend their inaugural return to the football field. In her section covering the last reformation, she states that it took her through the expiration of the suspension before she could arrive at a position of forgiveness. Ruth was deeply saddened to learn the same hazing activities had resurfaced at the last Cowboy's initiation. A chapter in her book concludes with a quote from former Texas Senator Gonzalo Barrientos, "Whose son is going to be next?"

Based upon the actions that were taken on September 29, 2018, there can be no choice but to ban The Cowboys again for an appropriate amount of time.

Nevertheless, given the alluring western image of the Texas Cowboy, I can't envision a permanent elimination from the beautiful tapestry of our University. My questions would be: What should the resurrected organization stand for and how should it be administered?

As we discussed in your office, the smart thematic uniform of The Cowboy should represent an uncompromising force for good, a promotor of equality and protector against humiliation. In short, The Cowboys should be the staunch anti-hazing organization on campus.

Based on the above and discussions with a number of interested parties, our reform recommendations are as follows:

- Fresh reform committee. Based upon failure of the last reform, a new group should be selected
 to craft the details of the next reformation based on the parameters described below. Any
 committee for the next reformation should not be limited to (or dominated by) Cowboy
 alumni. Ruth Harten and a representative for Nicky should be invited to serve on such
 committee.
- 2. <u>Membership Representation</u>. Cowboy membership should become coed. Both Greek and non-Greek organizations should continue to put forth at least one representative to serve on The Cowboys. However, the composition should represent half women and half men. The endzone space on the field rightfully belongs to the entire University student body. The University's two icons (Bevo and Smokey) and the national spotlight should not be monopolized by two all-male groups.
- 3. Qualifications. The academic performance requirement should be lifted above the current minimum 2.5 GPA.

- 4. <u>Historical Appreciation</u>. Each candidate for membership should be required to read Ruth Harten's book. They should also be able to display knowledge of the types of hazing and its individual, organizational, and cultural implications.
- 5. <u>Member Obligations</u>. The members should undertake to report promptly all observed cases of hazing within their representative organizations directly to the Dean of Students. At the end of each semester, the members should be required to submit a sworn affidavit to the Chief of Police of the University regarding both observed and rumored hazing within their representative organizations.
- Website. The Cowboys website should clearly contain the details of the prior hazing history of The Cowboys along the lines outlined by Taliaferro together with a strong repudiation of such behavior going forward.
- 7. The Motto: The motto should be amended as follows: To serve The University of Texas at Austin by promoting the spirit and high ideals of the Texas Cowboys, defending against hazing, and fostering a safe environment and positive relationships among all members of the University community.
- 8. Remembrances. Something should mark the young men who've died at Cowboy's events. For example, the Cowboy Pavilion could be renamed after Gabe Higgins (or at least have a prominent plaque at the entrance); and the hatbands for the uniform could contain the #LoveLikeNicky phrase.

Broad-based Reforms

In addition, there needs to be further hazing reforms applicable across the campus for sanctioned student organizations.

I've now met with current members from a few different fraternities at Texas. With very limited exceptions, they stated that hazing exists today within their organizations, they don't like it, they wish things were different, but there's nothing they can do about it. If what they have told me is true, then that is unacceptable. These are wonderful young men but caught in a flawed system.

One of the young men who disclosed the hazing activities at Nicky's tragic Cowboys retreat to me and my daughter Alexandra subsequently asked me with a tone of futility "what can one guy alone do?"

What I've sadly discovered is that we are not alone in our quest. Active parents and administrations across the country are aggressively tackling the problem. And, for better or worse, my family and friends and I are not defeatist.

Accordingly, as mentioned in prior communications, we are putting forth the following requests for further reform to continue to improve conditions at the University.

1. <u>Strict Enforcement Against Silence</u>. The "Code of Silence" is already clearly outlawed under Texas state statutes and against existing University Policy. From the many books and articles I've now read, together with the numerous interviews I've conducted with current and past Greek members and grieving parents, *silence perpetuates and protects hazing*. However, the absence of enforcement perpetuates and protects the illegal Code of Silence. The well-known lack of enforcement is what allows new members to sign with impunity the requisite non-hazing undertakings with a wink and nod; and for the heads of alumni organizations to claim: "but all the pledges signed an obligation not to haze."

Students who witness, but fail to report hazing, should be subject to expulsion from the University. A reasonable window of time could be established from which to report -- say 10 days from the hazing incident. Until the Code is crushed, the tragic sine-curve of hazing will never be eliminated.

- 2. Lobbying/Third Party Input Conflicts of Interest. From all my reading and discussions, it has struck me as odd that prior perpetrators have a serious and legitimate voice at the table when it comes time to determine appropriate sanctions against an organization or individual or lobbying for rehabilitation or reformation of an organization. I struggle to find an analogue in any jurisprudence situation. At the very least, all potential conflicts of interest should be clearly disclosed. Anyone approaching the Administration on behalf of an organization or individual about to be sanctioned should be required to sign an affidavit disclosing whether such person previously received or inflicted hazing at that organization (or any other). The opinions of someone that had previously been branded or badly beaten as part of past hazing (much less the inflictor of such acts) regarding the degrees of severity of various forms of hazing or appropriate sanctions comes with compromised credibility that should be openly acknowledged.
- 3. Prohibit Confiscation of Cell Phones. It should be both illegal and against school policy for any school social organization to confiscate a student's cell phone. The cell phone represents an important possible lifeline for a student to call for help. Further, today's phones also serve to record (or deter) potential bad acts. Without a cell phone video from that infamous Oklahoma SAE bus ride, we may never have sadly heard members signing "There will never be a n___er at SAE" to the tune of "If you're happy and you know it." I'm learning cell phone confiscation is a pervasive course of action (for understandable reasons) at many fraternity and social organization events here and across the country. This dangerous practice needs to end.

There is one unifying theme to the three broad recommendations: transparency. Transparency would have prevented Nicky's meaningless death.

In total, the above reforms would send a strong statement to the country and the world of the superior institution that we all know The University of Texas to represent.

·
I look forward to our continued discussions and working together with you and the various departments at Texas.
With sincere love, Shawn Cumberland
#LoveLikeNicky
Hook Em Horns
cc:

Concerns From a Student

Carlos E Martinez

Mon 5/20/2019 3:35 PM

0:

Mr.

Thank you for writing President Fenves regarding your interest in meeting to discuss the Texas Cowboys. I am responding on his behalf.

First, our condolences. We are glad to know that you shared a close friendship with Nicky. The university community will remember his positive spirit.

We understand it has been a difficult time, and we are grateful that you have made the effort to reach out to us. We have shared your message with the Dean of Students office and as a result you will be meeting with them next week.

We appreciate hearing from students. Thanks again for writing.

Carlos

Carlos Martinez | Chief of Staff | Office of the President The University of Texas at Austin

From:

Sent: Saturday, May 18, 2019 7:36 PM

To: President Gregory L. Fenves resident@utexas.edumailto:president@utexas.edu>>

Subject: Concerns From a Student

President Fenves,

My name is a large of the Texas Cowboys Fall Newman class of 2018, same as Nicky. I knew Nicky and loved him like a brother. I was there that night with the rest of my Newman brothers. I think so many students in the Cowboys organization are hesitant to reach out to you and the University because of how truly fragile this situation is.

I am reaching out to you because I have a different insight than most of the people involved in the situation. I would be so incredibly grateful if you could find the time at any point to meet with me. I am in Austin all summer and will clear my schedule to meet with you at your convenience.

Please Mr. Fenves, I really think you need to hear what I have to say.

I really hope to hear from you soon,

RE: Texas Cowboys

Carlos E Martinez

Wed 4/24/2019 11:34 PM



Ms. Gage,

Thank you for writing President Fenves regarding the Texas Cowboys. I am responding on his behalf.

Hazing is prohibited under university rules and regulations, and we are committed to providing a safe educational environment that welcomes all students. The University of Texas at Austin does not tolerate hazing by any group or individual affiliated with it.

We are grateful that you have shared your concerns. As the case is still active, we are unable to comment on the Cowboys' future further.

We appreciate hearing from alumni; it helps us keep in tune with those important to us.

Carlos

Carlos Martinez | Chief of Staff | Office of the President The University of Texas at Austin

----Original Message----

From: Theresa Gage

Sent: Wednesday, April 17, 2019 7:36 AM

To: President Gregory L. Fenves president@utexas.edu>

Cc: Theresa Gage

Subject: Texas Cowboys

President Fenves,

Good morning and thank you for your excellent communication with alumni since you became president of the University. Your emails giving us information in advance of the media/others is a tremendously respectful practice.

Today I write about the issue of the Texas Cowboys. I understand they have been suspended for a period of six years due to directly causing (I'm sure they would object to that word) the death of a student through hazing.

One death would be sufficient, would it not, to disband this organization forever? But how about more than one?

The Cowboys also directly caused the death of Gabriel Higgins, my friend, while I was at the University in the 90's.

Do you mean to tell me, in my lifetime, the Cowboys will have the opportunity to directly cause the death of more

than two UT students through their hazing rituals?

Disgusting. Beneath the University's professed reputation.

I understand the Cowboys are considering whether to appeal their six-year suspension. Head them off and disband them permanently.

Retain the Smokey tradition and think about giving it to a spirit group that truly deserves the honor of representing the University.

Thank you for your time, Theresa M Gage ('97 & '01)

Sent from my iPhone

Texas Cowboys

Carlos E Martinez

Wed 4/24/2019 11:32 PM

To:

Mr. Wren,

Thank you for writing President Fenves regarding the Texas Cowboys. I am responding on his behalf.

Hazing is prohibited under university rules and regulations, and we are committed to providing a safe educational environment that welcomes all students. The University of Texas at Austin does not tolerate hazing by any group or individual affiliated with it.

We are grateful that you have shared your concerns and ideas. As the case is still active, we are unable to comment on the Cowboys' future further.

We appreciate hearing from alumni; it helps us keep in tune with those important to us.

Carlos

Carlos Martinez | Chief of Staff | Office of the President The University of Texas at Austin

From: Luke Wrenn

Sent: Tuesday, April 23, 2019 9:39 AM

To: President Gregory L. Fenves president@utexas.edu>

Subject: Texas Cowboys

Dear President Fenves,

Hope you had a nice Easter.

I am emailing you in regards to the Texas Cowboys.

As a transfer student from Chicago to UT Austin in 2013 I always wanted to apply to the Texas Cowboys, however, upon seeing the make up of the group I could tell that it was a "good 'ole boys" club.

Henceforth, I knew that it was not even worth applying because I was not part of the clique, which includes either of the following two groups:

Greek life

UT Athlete

I urge you to request that the Texas Cowboys be more representative of your ordinary UT Austin student.

This should include females, graduate students, and students who are not part of Greek life.

Expanding the membership to include UT students from all walks of life will help make sure that two tragedies the Cowboys have seen in the last 20 years will never happen again.

Increasing the diversity of the group, such as including more graduate students, will allow cooler heads to prevail during moments or immaturity such as hazing. Likewise, it will also help combat group think, which also plays a role in hazing.

As a person who would one day like to return to UT to get my MBA, I hope graduate students will become more of an ingredient in the Cowboys return to campus in 2025.

Best, Luke

Message from the President

Carlos E Martinez

Thu 4/4/2019 6:37 PM

To:

Mr. and Mrs. Petru,

Thank you for writing President Fenves regarding the Texas Cowboys decision. I am responding on his behalf.

We are grateful that you have shared your concerns. We understand it has been a difficult time for everyone affected, and we appreciate the perspective of all, including those who disagree with the recommendations.

Hazing is prohibited under university rules and regulations, and we are committed to providing a safe educational environment for all students. The University of Texas at Austin does not tolerate hazing by any group or individual affiliated with it. As the case is still active, we are unable to comment on the Cowboys' future further.

We appreciate hearing from alumni; it helps us keep in tune with those important to us.

Carlos

Carlos Martinez | Chief of Staff | Office of the President The University of Texas at Austin

----Original Message-----

From: Mary Ann Petru

Sent: Thursday, April 4, 2019 2:01 PM

To: President Gregory L. Fenves resident@utexas.edu>

Subject: Message from the President

Thank you for providing the much needed information concerning the suspension of the Texas Cowboys. We have a few questions:

What are the specifics of the Cowboys' proposed suspension?

The suspension that the 'cowboys received in 1995 obviously had very little effect on their hazing practices. Two deaths in 24 years from the same organization is tragic!

The first death received a ridiculous 5-year suspension. A second student is lost and only 1 year is added to that 'penalty'? When will there be an enforced ZERO tolerance for all UT organizations?

We look forward to your informing all of us concerning the specifics of this proposed suspension. "What starts here changes the world".

Sincerely, Mike and Mary Ann Petru UT '70 & UT '72

Sent from my iPhone

FW: Holding Ourselves Accountable - Are we really?

Carlos E Martinez

Wed 4/3/2019 11:56 PM

To:

Ms. Stevens,

Thank you for writing President Fenves regarding the Texas Cowboys decision. I am responding on his behalf.

We are grateful that you have shared your thoughts and concerns. We understand it has been a difficult time for everyone affected; we are especially attentive to the Cumberland family whom I am in frequent communication with to ensure they receive the support they need.

The University of Texas at Austin does not tolerate hazing by any group or individual affiliated with it; it is prohibited under university rules and regulations. As the case is still active, we are unable to comment on the Cowboys' future further.

We appreciate hearing from alumni; it helps us keep in tune with those important to us.

Carlos

Carlos Martinez | Chief of Staff | Office of the President The University of Texas at Austin

From: Gloria J Stevens

Sent: Monday, April 1, 2019 10:54 PM

To: President Gregory L. Fenves < president@utexas.edu > **Subject:** Holding Ourselves Accountable - Are we really?

UT President Fenves,

Thank you for passing along the information about the current events that have hurt our university.

On the sad matter concerning Mr. Cumberland's death, it is heartbreaking. I would like to know what the university is doing to help console the family of this senseless death of their honor student son, Nicky.

Also, six years of punishment to the Texas Cowboy's for the <u>second death</u> of a university student at one of their initiation events, is totally unacceptable.

I ask you President Fenves: is having a cannon fired at UT football games really worth the lives of these two young men? And heaven forbid, if years later, another life is taken from this group who did not learn their lesson from the first death. Is UT's actions taken thus far, really holding anyone accountable?

How can we, as a leading university, expect to lead young women and men into the future, to care, respect and "look after our neighbors, peers and friends," if it doesn't seem to show it values every {student's} life by not going to extreme measures to save all from harm.

Bigger changes needs to come from this <u>second incident by The Cowboy organization</u>. I highly recommend, that my university take into account, using extreme measures, to ban this organization from the UT campus and break it up.. Kids need to loose their privileges when they do wrong; and the leaders of this organization disobeyed the rules placed upon them from the first incident, and now they need to suffer the consequences of their actions definitely for this second incident.

So, I hope in the next letter you send out, you tell us what You are specifically doing about this careless death that clearly implies the Cowboy organization was responsible due to their disobedience to hazing, and lack of responsibility in letting those boys leave the event when they did.

In the face of a horrific incident in 1999, the A&M University showed great responsibility when a decision had to be made concerning the Bonfire accident in 1999. I attended many an Aggie bonfire in my younger high school days, and it was an amazing sight to see. In my opinion, the A&M University showed they valued the many lives lost that horrible day by banning their highly traditional bonfire on campus. I realize Aggie students have since formed off campus bonfires ... But, is it safe? Will it happen again? Will it be the fate of another parent to outlive their child forever, and to ponder everyday of their life, the possibilities of that child's unlived life?

UT, my beloved university, in my opinion, must ponder these questions too.

The Cowboy organization that only has shown it's disregard for rules and promises, as a group, can they vow to let this never ever happen again? I doubt it. Their current action leaves me with little to believe they can. As in the case of the Aggie incident, new student leaders come and go, and with them the true remembrance and suffering of loss lives goes too.(off campus) I believe this is what has happened in The Cowboy incident – new student leaders come and go and everyone soon forgets and another life is lost.

How can UT be certain, without a doubt, this Cowboy organization will not harm another by it's careless deeds/actions? UT must not forget - it could be mourning the life of everyone in that truck today. UT got lucky. Or - did it get a second chance to really do the right thing this time — by holding everyone responsible - accountable?

I didn't know these two young men whose lives were taken so early after experiencing an initiation event with The Cowboys organization, but I can only imagine what greatness the university and their parents have lost due to this organization's wrongful and irresponsible actions.

Thank you for reading my thoughts,

Gloria J Stevens

Sent from Mail for Windows 10

FW: Cowboy Suspension suggestion

Carlos E Martinez

Wed 4/3/2019 11:45 PM

Ms

Thank you for writing President Fenves regarding the Texas Cowboys decision and your recommendation for going forward with some of UT Austin's longstanding traditions. I am responding on his behalf.

First, please accept our condolences on your loss. Hearing your husband's experience at Texas A&M helps give perspective.

The cannon is the property of UT Athletics. Since that is the case, the Athletics Department will determine how to maintain the tradition in light of the decision on the Texas Cowboys. I will share your thoughts with the UT Athletics where I know they will give your ideas serious consideration.

Again, thanks for writing. It helps keep in tune with those important to us.

Carlos

Carlos Martinez | Chief of Staff | Office of the President The University of Texas at Austin

From:

Sent: Sunday, March 31, 2019 2:20 PM

To: President Gregory L. Fenves < president@utexas.edu>

Subject: Cowboy Suspension suggestion

President Fenves,

I commend the University for taking action and suspending the Cowboys for continuous hazing. I understand the worst penalty has been issued. As a proud parent (also former UT system graduate) of a student presently attending UT Austin there are additional actions that could be taken to show the seriousness of UT's stated commitment to diversity and inclusiveness. The Cowboys should no longer be allowed to fire the cannon if they do not accept females and even then only on a rotating schedule. In 2019 it is not acceptable to allow an only males club to fire a cannon during what is the most televised representation of UT.

My dear husband who unexpectedly passed away recently was a member of the Texas A&M Corps of Cadets class who were sued by Melanie Zentgraf for not allowing women in the corps scholastics honor societies. My husband at the time was the always regretted he did not speak up in support of the women who he knew deserved the same honors for their hard work. Now is your opportunity to speak up and you are the President not a 21 year old student. It surely is time to allow what is considered an honor at UT to change hands.

We should not now allow what happened by UT's complicity the last time UT suspended the Cowboys for hazing when UT allowed old smoky to be misappropriated by Cowboy alumni to ensure it would be returned to the Cowboys after their suspension. Underage drinking is a serious problem at UT. Having the Cowboys contributing

to the issue again and the news of their serious transgressions and illegal hazing being on a national stage should be enough to warrant a permanent position that they should no longer represent UT on national TV otherwise your words are meaningless and hypocritical to the thousands of UT students who choose to obey the law and not illegally drink underage. There are many honor groups that should be given the privilege of being a part of the UT tradition of shooting the cannon. This would not only highlight these organizations and their work but allow viewers and student to observe or be part of a diverse group of students honored as an integral part of UT. My suggestion which I hope you involve students to find a solution is to allow a small rotating group of inclusive honor groups to fire old smokey instead of a seriously flawed all male organization that has consistently and frangrantly violated the rights of its members and abused the trust and honors UT has bestowed upon them. I hope to see a female have the opportunity to fire the cannon at the first game of the fall season and maybe my daughter might actually attend.

If I can be of any assistance please let me know.

Sincerely,

Proud UT parent

Sent from my T-Mobile 4G LTE Device

FW: UT Austin: Holding Ourselves Accountable

Carlos E Martinez

Tue 4/2/2019 2:45 PM

To:Barbi.M.Witz@uth.tmc.edu <Barbi.M.Witz@uth.tmc.edu>;

Ms. Witz,

Thank you for writing President Fenves regarding the Texas Cowboys decision. I am responding on his behalf.

We are grateful that you have shared your concerns. We understand it has been a difficult time for everyone affected, and we appreciate the perspective of all.

Hazing is prohibited under university rules and regulations; the University of Texas at Austin does not tolerate hazing by any group or individual affiliated with it. We will continue to build on education and awareness programming to help stamp out the culture where hazing is accepted as a way to cultivate healthy and meaningful relationships among members of organizations. Because your message suggests activities where hazing is alleged, we have forwarded your message to the Dean of Students office for further review.

We appreciate hearing from parents; it helps us keep in tune with those important to us.

Carlos

From: Witz, Barbi M < Barbi.M.Witz@uth.tmc.edu>

Sent: Thursday, March 28, 2019 5:10 PM

To: President Gregory L. Fenves < president@utexas.edu > **Subject:** Re: UT Austin: Holding Ourselves Accountable

Dear Mr. Fenves,

My daughter was a sweetheart of the Spurs organization on the UT campus and showed me the articles this morning about the death of the Cowboys student. When I asked her what type of hazing the Cowboys were doing, she wouldn't tell me. When I asked her if the Spurs also hazed, she said, yes. My daughter graduated last May so I believe this is current information that should be looked at closely by you before another student dies.

Barbi Witz PA-C Surgical APP Supervisor, ACTAT

On Mar 28, 2019, at 3:41 PM, Gregory L. Fenves < president@utexas.edu > wrote:

View this email in a web page

In recent weeks, you probably have read or heard about several stories involving The University of Texas. I write to you today to provide some facts and update you about the university's response to these situations.

As you may know, our student Nicky Cumberland died in a car accident last year while returning to Austin after an off-campus retreat with the Texas Cowboys. His death was a tragedy felt throughout the university community. More than anything, it was an unimaginable loss for his parents, family and friends.

After allegations of hazing at the Cowboys retreat surfaced, the Office of the Dean of Students launched an investigation. This week, it released a report that found multiple violations of university rules and recommended a minimum six-year suspension for the Cowboys. The organization still has an opportunity to appeal, and the case will be judged on its facts.

Let me make clear — there is no place for hazing at The University of Texas. The mission of this university — to educate, learn, discover and serve — can only be accomplished in an environment where we respect one another. Where we look after our neighbors, peers and friends.

You probably also have heard about the federal investigation into admissions fraud at eight universities across the nation. This resulted in the charging of one UT employee — Men's Tennis Coach Michael Center. He is accused of accepting money to help admit a student who was not qualified as a student-athlete in 2015. Mr. Center has been fired. The university continues to work with federal prosecutors and law enforcement in their investigation.

Vice President for Legal Affairs Jim Davis is leading a review of the alleged 2015 fraud. Our goal is to find out what went wrong, if the problems extended beyond a single incident, where the university came up short and how we can enhance our rules and procedures to prevent anything like this from happening again. The integrity of every college, school and unit on the Forty Acres is absolutely vital to the continued success of the university.

As a result of the recent federal charges, the U.S. Department of Education is investigating the eight universities named in court documents (including UT), and the Southern Association of Colleges and Schools, our accrediting agency, has requested information. Further, Governor Greg Abbott is requiring all Texas higher education

institutions to review their admissions policies and procedures. The university is working closely with all of these agencies. If you have further questions, please visit our <u>FAQ page</u>.

I know your commitment to UT is unparalleled and that you take news — good and bad — about our university very seriously. Our ability to serve the public hinges on the ethical actions of every single person associated with UT — students, faculty, staff, alumni and administrators. When our values are compromised, everyone feels it, and I want to assure you that we are taking strong action to address these recent episodes.

Sincerely,

Gregory L. Fenves President

@gregfenves

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RE: UT Austin: Holding Ourselves Accountable

Carlos E Martinez

Tue 4/2/2019 2:33 PM

To:

Mr. Neary,

Thank you for writing President Fenves regarding the Texas Cowboys decision. I am responding on his behalf.

As the case is still active, we are unable to comment on the report. Hazing is prohibited under university rules and regulations, and we are committed to providing a safe educational environment for all students. The University of Texas at Austin does not tolerate hazing by any group or individual affiliated with it.

Carlos

Carlos Martinez | Chief of Staff | Office of the President The University of Texas at Austin

From: Mike Neary

Sent: Thursday, March 28, 2019 4:47 PM

To: President Gregory L. Fenves < president@utexas.edu > **Subject:** RE: UT Austin: Holding Ourselves Accountable

Where can I view a copy of the Texas Cowboy investigation report?

Best,

Michael L. Neary Executive Vice President **Sentinel Title Company, Ltd.** 1700 Pacific Avenue 36th Floor Dallas, TX 75201 214.855.5950

This message and the documents attached to it, if any, are intended only for the use of the addressee and may contain information that is Privileged and Confidential, and/or may contain ATTORNEY WORK PRODUCT. This message is also covered by the Electronic Communications Privacy Act, 18 U.S.C. Section 2520-2521 and is legally privileged. If you are not the intended recipient, you are hereby notified that any unauthorized review, use, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please delete all electronic copies of this message and its attachments and immediately notify Michael Neary, 214-855-5950.

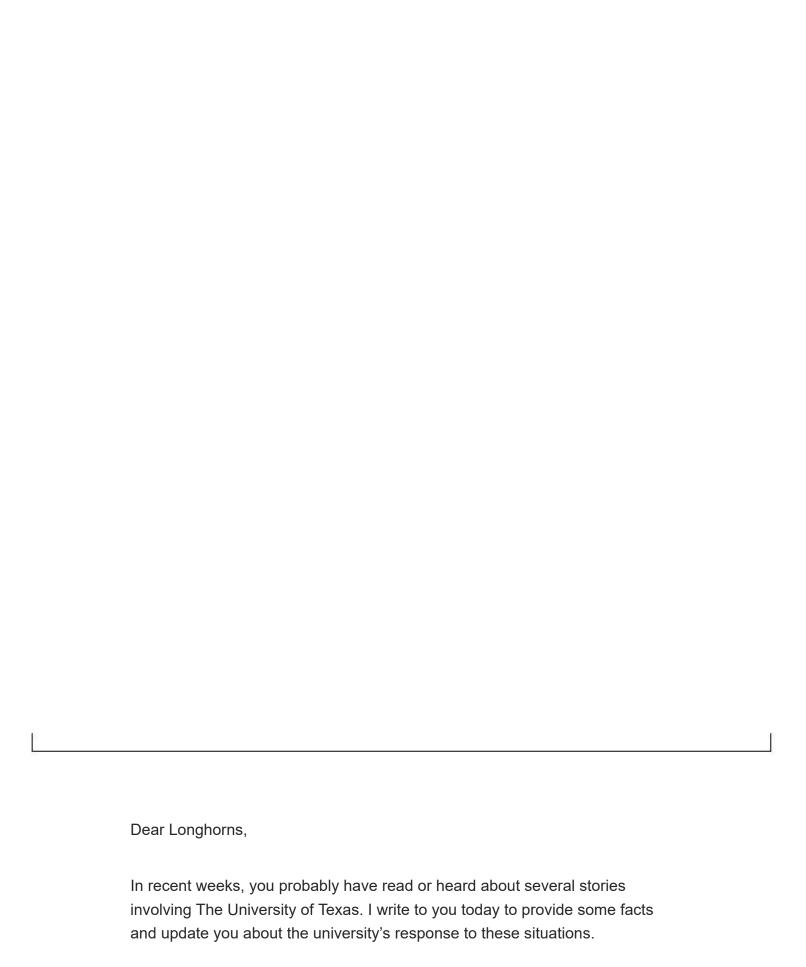
From: Gregory L. Fenves [mailto:president@utexas.edu]

Sent: Thursday, March 28, 2019 3:38 PM

To: Mike Neary

Subject: UT Austin: Holding Ourselves Accountable

View this email in a web page



As you may know, our student Nicky Cumberland died in a car accident last year while returning to Austin after an off-campus retreat with the Texas Cowboys. His death was a tragedy felt throughout the university community. More than anything, it was an unimaginable loss for his parents, family and friends.

After allegations of hazing at the Cowboys retreat surfaced, the Office of the Dean of Students launched an investigation. This week, it released a report that found multiple violations of university rules and recommended a minimum six-year suspension for the Cowboys. The organization still has an opportunity to appeal, and the case will be judged on its facts.

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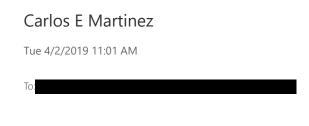
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	public hinges on the ethical actions of every single person associated with UT — students, faculty, staff, alumni and administrators. When our values are
	compromised, everyone feels it, and I want to assure you that we are taking strong action to address these recent episodes.
	Sincerely,
1	
	Gregory L. Fenves President
	@gregfenves
L	

FW: UT Austin: Holding Ourselves Accountable



IVIS.

Thank you for writing President Fenves regarding the Texas Cowboys decision. I am responding on his behalf.

We are grateful that you have shared your concerns. We understand it has been a difficult time for everyone affected, and we appreciate the perspective of all, including those who disagree with the recommendations.

Hazing is prohibited under university rules and regulations, and we are committed to providing a safe educational environment for all students. The University of Texas at Austin does not tolerate hazing by any group or individual affiliated with it. As the case is still active, we are unable to comment on the Cowboys' future further.

If your son feels threatened, is experiencing unfair treatment, or is suffering from anxiety from the incident, we encourage him to reach out to <u>Student Emergency Services</u> or the University's <u>Counseling and Mental Health Center</u>. There, a team of experts can help him get the help and support he needs.

We appreciate hearing from parents; it helps us keep in tune with those important to us.

Carlos

Carlos Martinez | Chief of Staff | Office of the President The University of Texas at Austin

From:

Sent: Thursday, March 28, 2019 4:43 PM

To: President Gregory L. Fenves < president@utexas.edu > **Subject:** Re: UT Austin: Holding Ourselves Accountable

Regarding the Cowboys, my son was a New Man with Nicky. I think you realize how many great young men were in that organization and how much charitable work they did.

I have a few points I would like to share:

- 1) I wish the University would have stated that hazing didn't cause Nicky's death.
- 2) I wish the University would have mentioned that the driver was sober and a non-drinker. The driver is really suffering.
- 3) My son was hoping for probation from the event because he said a lot of the guys wanted change. If they had the support of the University to enforce change and weed out the few offenders, Cowboys could have continued to support the University and community.

I know you are in a difficult position but you need to support ALL students ... many of the New Man are innocent.

Finally, it is a threatening and hostile environment right now for Cowboys. Perhaps the University and Mr Cumberland could consider the message that is being sent.
Regards,

Sent from my iPhone

On Mar 28, 2019, at 3:40 PM, Gregory L. Fenves < president@utexas.edu > wrote:

View this email in a web page

Dear Longhorns, In recent weeks, you probably have read or heard about several stories involving The University of Texas. I write to you today to provide some facts and update you about the university's response to these situations.

As you may know, our student Nicky Cumberland died in a car accident last year while returning to Austin after an off-campus retreat with the Texas Cowboys. His death was a tragedy felt throughout the university community. More than anything, it was an unimaginable loss for his parents, family and friends.

After allegations of hazing at the Cowboys retreat surfaced, the Office of the Dean of

Students launched an investigation. This week, it released a report that found multiple violations of university rules and recommended a minimum six-year suspension for the Cowboys. The organization still has an opportunity to appeal, and the case will be judged on its facts.

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Vice President for Legal Affairs Jim Davis is leading a review of the alleged 2015 fraud. Our goal is to find out what went wrong, if the problems extended beyond a single incident, where the university came up short and how we can enhance our rules and procedures to prevent anything like this from happening again. The integrity of every college, school and unit on the Forty Acres is absolutely vital to the continued success of the university.

As a result of the recent federal charges, the U.S. Department of Education is investigating the eight universities named in court documents (including UT), and the Southern Association of Colleges and Schools, our accrediting agency, has requested information. Further, Governor Greg Abbott is requiring all Texas higher education institutions to review their admissions policies and procedures. The university is working closely with all of these agencies. If you have further questions, please visit our <u>FAQ page</u>.

I know your commitment to UT is unparalleled and that you take news — good and bad — about our university very seriously. Our ability to serve the public hinges on the ethical actions of every single person associated with UT — students, faculty, staff, alumni and administrators. When our values are compromised, everyone feels it, and I want to assure you that we are taking strong action to address these recent episodes.

	Sincerely,			
ı	1			
	Gregory L. Fenves			
	President			
	<u>@gregfenves</u>			
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The University of Texas at Austin 110 Inner Campus Drive, Stop G3400 Austin, Texas 78712-3400

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Re: UT Austin: Holding Ourselves Accountable

Michael Crocker, CPP, CSC

Thu 3/28/2019 8:57 PM

After UT suspends the Cowboys for the recommended 6 years, then I will believe you believe in accountability. Stop talking about it and do it. Anything less desecrates the memory of the young man who died. The Cowboys have been out of hand for years. One wonders how the administration could be ignorant of it unless the oversight was a willful act.

Regarding the coach, an expeditious investigation by the appropriate university employees with the public release of the investigators findings would be appreciated. Again, get on with it. This email isn't about accountability, it is about the possible achievement of accountability. Don't take a victory lap until you run the race and win it.

Sent from my Verizon Wireless BlackBerry

Regards,

Mike
Michael Crocker, CPP, CSC
President
MCA-Michael Crocker, CPP & Associates, Inc.
14760 Memorial Drive, Suite 208
Houston, Texas 77079
Dr: 281-543-3960
www.mikecpp.com

Date: 28 Mar 2019 16:40:57 -0400

To:

Subject: UT Austin: Holding Ourselves Accountable

View this email in a web page





Dear Longhorns,

In recent weeks, you probably have read or heard about several stories involving The University of Texas. I write to you today to provide some facts and update you about the university's response to these situations.

As you may know, our student Nicky Cumberland died in a car accident last year while returning to Austin after an off-campus retreat with the Texas

Cowhore. His death was a tracedy falt throughout the university community

More than anything, it was an unimaginable loss for his parents, family and friends.

After allegations of hazing at the Cowboys retreat surfaced, the Office of the Dean of Students launched an investigation. This week, it released a report that found multiple violations of university rules and recommended a minimum six-year suspension for the Cowboys. The organization still has an opportunity to appeal, and the case will be judged on its facts.

Let me make clear — there is no place for hazing at The University of Texas. The mission of this university — to educate, learn, discover and serve — can only be accomplished in an environment where we respect one another. Where we look after our neighbors, peers and friends.

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Vice President for Legal Affairs Jim Davis is leading a review of the alleged 2015 fraud. Our goal is to find out what went wrong, if the problems extended beyond a single incident, where the university came up short and how we can enhance our rules and procedures to prevent anything like this from happening again. The integrity of every college, school and unit on the Forty Acres is absolutely vital to the continued success of the university.

As a result of the recent federal charges, the U.S. Department of Education is investigating the eight universities named in court documents (including UT), and the Southern Association of Colleges and Schools, our accrediting agency, has requested information. Further, Governor Greg Abbott is requiring all Texas higher education institutions to review their admissions policies and procedures. The university is working closely with all of these agencies. If you have further questions, please visit our FAQ page.

I know your commitment to UT is unparalleled and that you take news — good and bad — about our university very seriously. Our ability to serve the public hinges on the ethical actions of every single person associated with UT — students, faculty, staff, alumni and administrators. When our values are

compromised, everyone teels it, and I want to assure you that we are taking strong action to address these recent episodes.

Sincerely,



Gregory L. Fenves President





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Great Concerns

Carlos F Martinez

Tue 4/2/2019 10:46 AM

То:

Ms. Parker,

Thank you for writing President Fenves regarding the Texas Cowboys decision. I am responding on his behalf.

We are grateful that you have shared your concerns. We understand it has been a difficult time for everyone affected, and we appreciate the perspective of all, including those who disagree with the recommendations.

Hazing is prohibited under university rules and regulations, and we are committed to providing a safe educational environment for all students. The University of Texas at Austin does not tolerate hazing by any group or individual affiliated with it. As the case is still active, we are unable to comment on the Cowboys' future further.

We appreciate hearing from alumni; it helps us keep in tune with those important to us.

Carlos

Carlos Martinez | Chief of Staff | Office of the President The University of Texas at Austin

----Original Message-----

From: Susan and Michael Parker

Sent: Thursday, March 28, 2019 9:34 AM

To: President Gregory L. Fenves < president@utexas.edu>

Subject: Great Concerns

President Fenves,

In 1984 you started your career at the University of Texas and that was the same year I graduated from UT. This year, I moved back to Austin from over a decade of living out of the states and I have started volunteering at the Harry Ransom Center. Thus, I am concerned about recent events where the University of Texas has made the news. The one I would like to address in this letter is the suspension of the Cowboys organisation.

I am not privy to the information you have on your desk about the September incident, so forgive me but I don't understand how the Cowboys are getting another chance. It appears that this is the second death, that we know of, that has occurred because of their history of hazing. Will it take a third one to disband this antiquated organisation?

The first time it happened, I can understand the suspension. I could also see a second suspension IF they had just been caught hazing. However, their flagrant disregard for the rules has resulted in another death and animal cruelty charges.

UT is not supposed to be an "old boys" school. At least I never thought of it that way while I was there. Granted I was not part of the Greek system so maybe my viewpoint was biased. It seems to me that this patriarchal white elitist group has

outlived its supposed value. What kind of message is the University sending out with another slap on the wrist?

Please reconsider the suspension and disband this group. Obviously anyone can light a cannon, assign the job permanently to the Longhorn band. The band has always been diverse, welcoming and a positive force at games. Thank you for your time and I hope to never see another death attributed to the Cowboys again.

Sincerely, Susan Cooper Parker

RE: Your message and the Texas Cowboys

Carlos E Martinez

Tue 4/2/2019 12:25 AM

То:

Mr. Millikin,

Thank you for writing President Fenves regarding your concerns about the Texas Cowboys decision. I am responding on his behalf

We are grateful for your thoughtful and constructive comments on the handling of the Texas Cowboys case. Without a doubt, leading a large public university such as The University of Texas at Austin certainly comes with many challenges, particularly in times of tragedy, and your perspective is valuable as we respond to issues like this one. Hazing is prohibited by state law, university rules and regulations, and is not tolerated by any group or individual. As the case is still active, we are unable to comment on the Cowboys' future further. We will be sure not to share your message with any identifying information, except in the case of an open records request.

We appreciate hearing from alumni; it helps us keep in tune with those important to us.

Carlos

Carlos Martinez | Chief of Staff | Office of the President The University of Texas at Austin

From: Richard Millikin

Sent: Friday, March 29, 2019 11:05 AM

To: President Gregory L. Fenves president@utexas.edu>

Subject: Your message and the Texas Cowboys

President Fenves—

I received your message yesterday concerning recent troubling disclosures involving the University of Texas at Austin. Suffice it to say that you clearly have your hands full. The purpose of this message is to pass along for your consideration a viewpoint which I anticipate is shared by a large majority of UT alumni other than the privileged elements of the "Greek society."

In my humble opinion, you and your colleagues in the UT administration have fumbled the ball in the handling of the scandal involving the death of a member of the Texas Cowboys organization. Many of us wonder how many students must die or suffer other extreme detrimental consequences as a result of the conduct of these cavalier party boys before meaningful action is taken by those whose duty is to monitor their behavior. I am a believer in second chances, but the Cowboys have already had that courtesy extended to them and failed to take advantage of it. Consequently, it is time for more than a slap on the wrist from UT officials to address their errant conduct. The Texas Cowboys should be permanently barred from any further association with UT once and for all. It is apparent

that this group is unable to comprehend the views of UT and society at large with regard to hazing activities, therefore, this cancer must be treated with drastic measures.

I attended UT in the 1970s and received both an undergraduate and law degree from the university. During the summer prior to my freshman year, I participated in several weekends at various fraternity recruiting functions, and it did not take me long to decide the Greek experience was not for me. I chose not to associate with a bunch of primarily drunken privileged snobs and the lifestyle the current fraternity experience encourages, and that decision was ratified on many occasions during my time in Austin as I observed the "frat rats" in action. That is not to say that I did not engage in my share of social activities which I would not now encourage or endorse, but those missteps on my part were isolated occurrences, not part of a continuous and very obvious way of life in a university-sanctioned organization.

A permanent bar of the Texas Cowboys should have more advantages to the university than simply removing this out-of-control bunch from its position as a visible representative of UT. My anticipation is that such a ban would send a very clear message to other student organizations that the university is actually serious about the prohibition on hazing, and any violations of that policy will result in severe consequences for both the organization and the students involved. If there is concern over who will fire the cannon at UT football games and that is deemed to be an essential function in operation of the university, I am confident you can find another worthy group to perform those duties.

I am aware that past members of the Cowboys now comprise many influential business leaders who may be generous financial contributors to UT and have significant political influence over its operations. If you follow my advice and institute a permanent disassociation of the university from this elitist group, you will most certainly be subject to criticism. Leadership is the ability to make the right decisions under difficult conditions, and that is not always easy. I strongly encourage you and your administrative team to show leadership in this case rather than just going through the motions of taking minimal action simply to get this public relations disaster behind you. With the exception of this issue, I am of the impression that your service as UT president has been exemplary and hope that you enhance that legacy by rectifying this lapse. I am confident that the university community joins me in expressing my appreciation for your willingness to serve as president and the benefits which UT has derived from your service. Please accept my comments as an attempt at constructive criticism on this one issue, and certainly not absolute condemnation of your administration.

Should you choose to share this message with anyone else, I request that you copy and paste the text into another document and eliminate any of my personal identifying information and embedded metadata contained in this message before you share it with others. I am concerned about the possibilities of retaliation against me and my family if my comments and identity fall into the hands of Cowboy members, both present and past, since I have seen how the elite operate when threatened, challenged or criticized. You simply need to look at 1600 Pennsylvania Avenue in our nation's capital for evidence. I am not seeking a public war with the Cowboys, but rather offering an opinion for your private consideration. Of course, you are certainly entitled to disregard my comments and proceed as previously planned and that will be the end of it for me, but I urge you to give this situation another look.

I request that you reconsider your prior decisions on this matter and make the UT community proud of having a president who takes his job seriously and is willing to do the right thing in spite of taking some heat for doing so.

Regards,

Richard Millikin

Fwd: Suspension Appeal

Shawn Cumberland

Tue 5/7/2019 2:49 AM

Sent from my iPhone

Begin forwarded message:

From: Chris Jordan

Date: May 6, 2019 at 8:28:41 AM CDT

To: EddieLopez@utexas.edu Subject: Suspension Appeal

Eddie,

Hope you are well. It has recently come to my attention that the Texas Cowboys Alumni Association is planning to appeal the suspension of the organization, or otherwise participate in backroom negotiations with the University for a reduced sanction. As an alumni of the organization and your personal friend, I urge you not to do this.

The Texas Cowboys has made many mistakes in its past - hazing, minstrel shows in blackface, non-inclusive selection criteria, etc. Any hundred-year-old organization can be expected to evolve past these things. The deaths of Gabe Higgins and Nicky Cumberland move beyond a simple mistake. What they represent is a pattern of truly reprehensible behavior, which we have discussed many times over several years. Gabe's death was a call to action that was ignored after 2000. You and the Board of Directors have a chance not to make the same misstep again.

The Texas Cowboys have an opportunity here. We can continue what this organization has always been about by showing leadership and action in the face of tragedy and destruction. You can lead Cowboys and the rest of the University, including the Greek organizations and the Silver Spurs (no secret that they are plagued by the same issues), into more enlightened and safe organizations fit for the University of Texas. The most storied organization at our University can be on the front-line of stopping the destructive behavior that has poisoned these groups and taken away lives so carelessly and prematurely. This type of leadership has been the core of our mission since 1922.

You are a leader and a strong advocate for good. So was Nicky. That's why you were both members of the Texas Cowboys, because that is what the Texas Cowboys stand for. Please reconsider this approach. If it is not you pushing this, which I can imagine may be the case, please direct me to those persons. I will reiterate what I have said here and what I will continue to say until the Cumberland family gets the respect they deserve.

I know you wish this never happened and so do I. But we must think of those even closer to Nicky - his family, his friends, and the thousands of people mourning him and testifying to his incredible spirit. I am writing this to you because you are my friend and I have faith in you to put the pain of these people ahead of a suspension. I know that all of us have a chance to come out stronger and better from all of this, and you can be the leader to see it through. I hope and pray that the right decision is made.

Yours in Tejas, Christopher Jordan

Christopher A. Jordan 832-232-1153 |

This message is from an external sender. Learn more about why this matters.

Re: UT Austin: Holding Ourselves Accountable

Thu 3/28/2019 8:59 PM

To: President Gregory L. Fenves president@utexas.edu>;

Respected Sir,

We trust our kids with your institution.

This is effectively a murder committed by Texas Cowboys ... then why only a six-year suspension, why not ban such a dangerous mindset, ideology permanently.

Regards

Sent from Outlook

From: Gregory L. Fenves cpresident@utexas.edu>

Sent: Thursday, March 28, 2019 3:35 PM

To:

Subject: UT Austin: Holding Ourselves Accountable

View this email in a web page





Dear UT Parents and Families,

In recent weeks, you probably have read or heard about several stories involving The University of Texas. I write to you today to provide some facts and update you about the university's response to these situations.

As you may know, our student Nicky Cumberland died in a car accident last year while returning to Austin after an off-campus retreat with the Texas Cowboys. His death was a tragedy felt throughout the university community. More than anything, it was an unimaginable loss for his parents, family and friends.

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Dean of Students launched an investigation. This week, it released a report that found multiple violations of university rules and recommended a minimum six-year suspension for the Cowboys. The organization still has an opportunity to appeal, and the case will be judged on its facts.

Let me make clear — there is no place for hazing at The University of Texas. The mission of this university — to educate, learn, discover and serve — can only be accomplished in an environment where we respect one another. Where we look after our neighbors, peers and friends.

You probably also have heard about the federal investigation into admissions fraud at eight universities across the nation. This resulted in the charging of one UT employee — Men's Tennis Coach Michael Center. He is accused of accepting money to help admit a student who was not qualified as a student-athlete in 2015. Mr. Center has been fired. The university continues to work with federal prosecutors and law enforcement in their investigation.

Vice President for Legal Affairs Jim Davis is leading a review of the alleged 2015 fraud. Our goal is to find out what went wrong, if the problems extended beyond a single incident, where the university came up short and how we can enhance our rules and procedures to prevent anything like this from happening again. The integrity of every college, school and unit on the Forty Acres is absolutely vital to the continued success of the university.

As a result of the recent federal charges, the U.S. Department of Education is investigating the eight universities named in court documents (including UT), and the Southern Association of Colleges and Schools, our accrediting agency, has requested information. Further, Governor Greg Abbott is requiring all Texas higher education institutions to review their admissions policies and procedures. The university is working closely with all of these agencies. If you have further questions, please visit our FAQ page.

Our ability to serve the public hinges on the ethical actions of every single person associated with UT — students, faculty, staff, alumni and administrators. When our values are compromised, everyone feels it, and I want to assure you that we are taking strong action to address these recent episodes.

Sincerely,



Gregory L. Fenves President





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The University of Texas at Austin 110 Inner Campus Drive, Stop G3400 Austin, Texas 78712-3400 © 2019 The University of Texas at Austin

Re: UT Austin: Holding Ourselves Accountable

Thomas Vanelli Thu 3/28/2019 9:02 PM

How many students have to be killed in hazing instances for an organization to be permanently suspended and disbanded from campus? I would think a number greater than or equal to one should do it. Yet the Cowboys have killed another student and received another suspension. Poor response from my alma mater. Pretty sad that this is what we call accountability from the title of your email. Where is the leadership Mr. Fenves?

Regards, Tom

On Mar 28, 2019, at 3:39 PM, Gregory L. Fenves cpresident@utexas.edu> wrote:

View this email in a web page





Dear Longhorns,

In recent weeks, you probably have read or heard about several stories involving The University of Texas. I write to you today to provide some facts and update you about the university's response to these situations.

As you may know, our student Nicky Cumberland died in a car accident last year while returning to Austin after an off-campus retreat with the Texas Cowboys. His death was a tragedy felt throughout the university community. More than anything, it was an unimaginable loss for his parents, family and friends.

After allegations of hazing at the Cowboys retreat surfaced, the Office of the Dean of Students launched an investigation. This week, it released a report that found multiple violations of university rules and recommended a minimum six-year suspension for the Cowboys. The organization still has an opportunity to appeal, and the case will be judged on its facts.

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I know your commitment to UT is unparalleled and that you take news — good and bad — about our university very seriously. Our ability to serve the public hinges on the ethical actions of every single person associated with UT — students, faculty, staff, alumni and administrators. When our values are compromised, everyone feels it, and I want to assure you that we are taking strong action to address these recent episodes.

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The University of Texas at Austin 110 Inner Campus Drive, Stop G3400 Austin, Texas 78712-3400 © 2019 The University of Texas at Austin

Re: UT Austin: Holding Ourselves Accountable

Kathleen Bergeron

Thu 3/28/2019 9:03 PM

I read about the decision concerning the Cowboys in the Statesman yesterday, and I was quite proud of my University. Thank you for your action.

Kathleen Bergeron BJ '69 Salisbury, North Carolina

On Thu, Mar 28, 2019 at 4:54 PM Gregory L. Fenves cpresident@utexas.edu> wrote:

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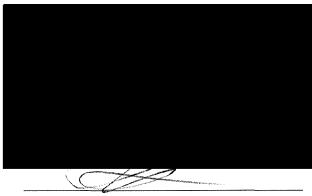
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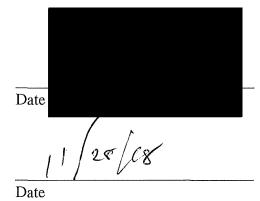
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Student Signature Date
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University Representative Signature

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